THE SURVEY

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The Gist Of It

APPARENTLY there is no standard practice among child-caring agencies as to whether foster homes may be wet, dry, or damp. The replies to inquiries sent out by the Buffalo Children's Aid Society, of which DOUGLAS P. FALCONER is executive secretary, are discussed on page 696.

THAT colds, though commonplace, are costly in more ways than one and well worth public and private efforts in prevention is the subject of the article on page 697 by DR. W. R. REDDEN, who is associate in the health work of the Cleanliness Institute.

WINTHROP D. LANE, formerly an associate editor of The Survey, is devoting part of his time to the organization of the First International Congress of Mental Hygiene. Page 699.

THROUGH the courtesy of The Atlantic Monthly The Survey publishes on page 700 some of the provocative questions on old-age pensions raised by WALTER S. GIFFORD, president of the American Telephone and Telegraph Company and vice-president of the New York Charity Organization Society.

OFFICIALLY WILLIAM H. MATTHEWS (page 701) bears the imposing title of director of the department of family welfare of the New York Association for Improving the Condition of the Poor. Both officially and otherwise he is perhaps best known for his interest in the welfare of the aged.

POLICEWOMEN are social workers—little more and no less, and they don't wear brass buttons. AUGUST VOLLMER, formerly chief of police at Berkeley, California, and now professor of police administration at the University of Chicago, gives a revealing picture of this new preventive arm of the law. Page 702.

WILLIAM H. STEAD, assistant professor of economics in the School of Business Administration, University of Minnesota, directed the survey of seasonal swings in employment among wage-earners in St. Paul, Minnesota, on which he reports, page 704.

FORMERLY chief of design of the Housing Division of the Emergency Fleet Corporation, at present practicing architect and consultant to the City Housing Corporation, FREDERICK L. ACKERMAN draws on the wealth of his experience to emphasize in his article on page 706 the need for research in city planning.

THE College Settlement in New York City has had the rare courage to move out of a neighborhood and a situation where it was no longer needed. Its new plan to work with a new "other half" is told (page 707) by MARJORIE MCFARLAND, of The Survey staff, formerly of the Consumers' League of Cleveland.

GENERAL secretary of the National Consumers' League and fighting friend of women and children, FLORENCE KELLEY has been a staunch friend of the federal Children's Bureau from its pre-natal days. Page 708.

THE child we ran over was so little it really has not seemed worth while to stop and put him on his feet again. But President Hoover thinks that it is and has appointed a commission to work out steps which will assure stable government after the Marines leave Haiti. W. Cameron Forbes, former governor-general of the Philippines, heads the commission, with Henry P. Fletcher, former ambassador to Chile and Mexico, Elie Vezina, secretary of L'Union St. Jean Baptiste d'Amerique, James Kerney, and William Allen White. Robert R. Moton, president of the Tuskegee Institute, is to head an independent inquiry into an educational system. The delicacy of the situations confronting them, is pointed out by EMILY GREENE BALCH, president of the Women's International League. Page 708.

"AS an overtime product itself my article on Overtime has stimulated my concern about the Social Life of Social Workers," ELIZABETH HEALY writes us. She is on the staff of the Philadelphia Child Guidance Clinic. Page 720.

THIS month's plunge into social work ethics is over that hardy perennial, tainted money. Pertinent opinions by JOEL D. HUNTER, general superintendent of the United Charities of Chicago, KENNETH L. M. PRAY, director of the Pennsylvania School of Social and Health Work; MAX C. CURRICK, rabbi of Congregation Anshe Chesed, Erie, Pennsylvania, and ROGER N. BALDWIN, director of the American Civil Liberties Union.

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Drawing by Jean Henry

PROFESSIONAL LAPSES

(The first of an occasional series)

The educational director of the health department fails to cover his sneeze

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THE SURVEY

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"I Am a Social Worker"

SOCIAL Work has been promoted to a profession in the schedules for the approaching fifteenth census of the United States. No longer will it lurk among "semi-professional pursuits" with fortune tellers, lodge officials, hypnotists, turfmen, abstracters, and that all-embracing "other occupations," where heretofore there has been one line for "religious, charity and welfare workers," and another for "keepers (*sic!*) of charitable and penal institutions." Up above, under the heading of professional service, there is a space between physicians and teachers where the "s" of social worker will fill an alphabetic gap. But, strange as it seems, it is possible that the census enumerators may not recognize a social worker when they see her (or conceivably him). Do not hide your professional light when an enumerator comes your way some time after April 1. If you earn your living by social work, say right out clearly, "I am a social worker." Don't try detailed educational publicity by explaining just what particular kind. If you try to be accurate by insisting you are district secretary for the Admirable Society for the Promotion of Spifflification, the chances are that you may be shunted, all unknowing, into the classification "clerical." While authorities have not yet agreed as to just what a recognized social agency is, presumably social workers are able to recognize themselves. It's a profession to be proud of. "I am a social worker."

Going Up!

ONE-THIRD of all accidental deaths in the country in 1929 were due to automobiles. In 1927 and 1928, automobile accidents represented 28 per cent of the accidental fatalities. More than twenty-three persons out of every one hundred thousand of population died as a result of such accidents—compared to less than 20 and 21 in 1927 and 1928 respectively. Aha—retorts the reader versed in interpreting statistics, but think how many more automobiles there are today than in 1927. Yes, but what significance that since in 1929 there were 106.6 auto deaths per 100,000 cars registered, as contrasted with 101.7 and 100.2 for the two previous years? To be specific, 31,500 persons were killed by this means last year. The Metropolitan Life Insurance Company reports that up to October, 1929, one-third of all accidental deaths for the year among its 19,000,000 industrial policy-holders were caused by automobiles —the only type of accidental death which is on the increase. Speeding, according to the Metropolitan, is the principal source of automobile fatalities; to recognize that fact is the first step in devising methods for control of reckless drivers.

The Seventh Age

WHEN young and able-bodied men are walking the streets to look for work, the plight of the aged becomes distressingly clear. This winter's hard times have brought to concrete focus many of the facts that proponents of plans for old-age security have been stressing for many years. An increasing number of Americans live to reach the decades when earning power wanes, while modern industry, conversely, finds decreasing use for elderly or even middle-aged employes. Families are smaller, living space in cities more constricted: less chance here to keep a place for the grandparents. With all this comes a sudden quickening of research and plan to meet the needs of aged people—legislation pending in Congress and half a dozen states, though this is an "off-year" of legislatures in general; discussion among the social agencies, consternation in employment bureaus.

Recommendations recently submitted by the New York State Commission on Old Age outline what is essentially a plan for the relief of the aged in their own homes by allowances determined according to individual need and administered by existing state and local welfare officials. This is substantially the plan recommended by one private agency, the State Charities Aid Association, after a year's study by a special committee. Governor Roosevelt has expressed his frank disappointment that it does not go further to provide pensions on a contributory basis, and labor groups have objected that this still is really a "dole."

On the other hand, Walter S. Gifford, vice-president of another large private agency, the New York Charity Organization, comes out in a forthright article in The Atlantic Monthly to suggest that pensions or other public allowances are a departure from our distinctly American methods of social work, which are based on the scientific technique of

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planning for people individually, according to each one's needs and capacities. Mr. Gifford contends (see page 700 of this issue of The Survey) that before we go further we should examine present provisions for the care of the aged to see if case-work by private agencies cannot do the job. Public relief, he believes, in its nature must be undiscriminating.

Another view from a private agency which has assumed leadership in many varied techniques for aiding the aged, appears in the facts cited on page 701 by William H. Matthews of the New York A. I. C. P. as to the extent to which public provision for the needy is already our prevailing American practice. In our system of mothers' pensions, Mr. Matthews declares, it has been demonstrated that public funds can be used with discrimination. Meantime the New York Welfare Council appears with statistics to show that private homes for the aged in the metropolitan district have been able to admit only 8 per cent of the persons who applied within the past two years and the State Charities Aid Association brings data as to the inadequacy of the almshouses to care for the sick old people who comprise the largest number of their residents.

Out of this confusion of facts and philosophies it seems clear there is need aplenty for both funds and case work for the relief of the aged. The plan suggested by the New York commission would make it comparatively possible for the able-bodied to stay on in their own homes for a time with a little financial aid, at less expense, studies would seem to show, than that entailed in their care in an institution. The institutions, one might hope, would then find it possible to concentrate their efforts in the care of the ill and incapable who could not administer a pension if they had one. New York's almshouses might become country hospitals, as almshouses in enlightened counties in North Carolina already have done. There seems every reason to believe that such a development would enhance the possibilities of individual treatment—of professional case work—such as that which mothers' pensions have made possible.

All this, of course, still leaves unanswered the question of pensions, properly speaking, such as California inaugurated in January of this year, and made mandatory upon its counties, and beyond that the still further question of old age insurance, such as Governor Roosevelt advocates, to which the beneficiary himself would have contributed through his working years. Our present expedients suggested and adopted are in the nature of first aid, and that first aid of some sort is needed no one can doubt. But even if we can meet the needs of people now old and ailing, there remains the question of the future of those now coming on. Can they, unaided, save enough to sustain old age? Would state insurance prove an incentive to saving, as Governor Roosevelt believes, or a deterrent? Sooner or later, with our present tides in employment or life-tables, we may have to face squarely the questions which older civilizations—our English cousins, for example—have met with state insurance.

A Union Studies Its Race

THAT labor organization is only one part of the Negro's struggle to find an equitable and honorable place in American society, was the basis of the first National Negro Labor Conference called by the Brotherhood of Sleeping Car Porters in Chicago January 26-31. The immediate purpose was to demand the Pullman Company's recognition of this union in its fight to raise the wages of porters and maids from $77.50 a month to a living standard and to reduce the hours of work from nearly 400 a month to 240, or the eight-hour day. But the conference was organized to consider at the same time other problems of the Negro. It drew together delegates from fifty-six churches, social agencies, newspapers, women's clubs, and labor unions for a five-day discussion of health, family life, adult crime, juvenile delinquency and dependency, the church and Negro labor, the press, education, women in industry and the trade union movement. While the brotherhood is trying to create public support of the American Federation of Labor in its attempts to organize all workers, black and white, especially in the South, it recognizes that the federation alone cannot solve the problem of the black man in industry.

The conference adopted resolutions calling upon all Negroes to cooperate in the struggle for the right to organize, condemning company unions and particularly the Employe Representation Plan of the Pullman Company, and commending the A. F. of L. for its effort to organize the South, and to affiliate Negro workers under federal charters wherever they cannot join international unions. It also went on record as favoring old age pensions, a federal child labor law, consumers' cooperation, credit unions, vocational and adult education; as recommending the political freedom of the Philippines and Haiti, the enactment of the anti-injunction bill of the A. F. of L. and the modification of the Railway Labor Act to permit all railway employes to organize bona fide trade unions; as opposing the consolidation of railroads recently proposed by the Interstate Commerce Commission "unless definite provisions are made to protect the jobs of the employes and remunerate them for any losses incurred as a consequence of said consolidations."

Skyscraper Peace

BELIEVING that "the same American genius daily manifested in the erection of complicated modern skyscrapers can be evoked for the solution of problems of industrial relations," the building industry of New York City has launched a plan that, in some respects, goes beyond the famous "impartial machinery" of the garment trades. The proposed scheme for the government of the industry was presented at a recent gathering at the Hotel Commodore to which all labor unions and trade associations in the building industry sent representatives. One of the most irregular and tempestuous groups in the industrial life of any great city, the construction industry in most communities, as hitherto in New York, has clung stubbornly to the "fighting spirit" and technique. It is indicative of new attitudes in both employing and employed groups that the present plan is the result of voluntary conference and agreement, rather than the unwilling gain salvaged from a long and costly strike. A fact-finding committee, set up last spring following a threatened strike and lock-out in the electrical trade situation, held conferences with various individuals and organizations and evolved this present plan, which is based on the principle that the solution of its problems and difficulties "is a responsibility of the whole building industry."

The plan sets up two related bodies, an advisory board and a fact-finding committee. The advisory board is to include one official delegate from each craft union and employers' association in the building industry of New York County. Allied groups other than these two—financial and

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public interests, architects, investing builders, engineers, material supply firms—are to have a total representation equal to that of the larger of the two basic groups. The advisory board is to meet at regular intervals to "discuss matters of general interest to the industry and transmit to the fact-finding committee for action such matters as it deems desirable. . . ." The fact-finding committee, which derives its authority from the advisory board and from the action of groups within the industry in referring to it matters calling for study and expert advice, is to be composed of "eleven men in a position to consider industry questions impartially." The functions of both groups are advisory. The scope of their activities includes "trends or practices which are detrimental to the industry as a whole or to the effectiveness of any section of it; disputes which involve or may tend to involve a substantial element in the industry; negotiations, agreements, and understanding within and between the various interests in the industry; any other phase of the industry which affects the public welfare." Within this broad range, the building industry of New York is prepared to experiment with the substitution of fact-finding and orderly procedure for the waste and futility of industrial conflict.

"Intelligence Isn't Everything"

ON February 28 and March 1 New York University celebrated the opening of the Washington Square building for its School of Education, which will house art, vocational guidance, home economics, music, mental hygiene, business, physical and mental health, and aeronautical education. One of the most interesting new undertakings of the school is its Clinic for the Social Adjustment of the Mentally Gifted. This will be a scientific substitute for the old-fashioned debate on the question, "What is genius?" We have pretty well settled that personality is its substance, but this substance must be wrought into form and symmetry before it is socially valuable. So far this modelling has been done largely by chance. As Dr. Frankwood Williams pointed out in his address at the formal opening of the clinic, a high I. Q. is a danger to the individual and the community if its possessor is allowed to wander undirected in a society full of emotional hazards. The ordinary run of parents and teachers either do not recognize this superior endowment or, if they do, hold that "bright" children can look after themselves. They see this theory breaking down when the children reach adolescence—or even before—but they do not know what to do. Even the experts are uncertain. Obvious physical or psychological defects can sometimes be corrected, but beyond is a territory still partly or wholly unexplored, of social adjustments. So the chief function of the new clinic is to study the controllable forces that lift a few in each generation to the real greatness of balanced power, throw a number into a neurotic conflict which generates much heat and a few flashes of light, and leave the majority in the slough of mediocrity.

The clinic, under the direction of Professor Harvey Zorbaugh, is now organizing its program and expects to be in full swing by next fall. Every year it will select thirty children from the public schools, and will continue its work with each child for at least five years regardless of whether the child seems to have become adjusted in a shorter period. The children will be adolescents chosen from among those with I. Q.'s of 130 or over (the highest one-half of one per cent) or those with slightly lower general intelligence but marked special talents; because of its limited capacity it will give preference to those who show definite ill-adjustment.

Give Parole a Trial

"WE now turn our prisoners back to society with a new suit of clothes, and a ten-dollar bill and expect a miracle," declared the special committee on parole which has recently brought in a report at the request of Governor Roosevelt. "Parole in New York State has in no true sense ever been tried. It has been an under-financed moral gesture." In setting forth a plan for an independent, salaried parole board to serve for the whole state, the committee, of which Sam A. Lewisohn is chairman, pointed out that the problem of crime must be considered as a whole—laws, courts, prisons, executive clemency, parole and readjustment as interrelated parts of a social picture. To spend a hundred millions on better prisons (New York's present program calls for thirty-eight millions!) would not solve the problem alone, nor would the best and most enlightened parole system in the world, unless the prisoners who passed through it had been prepared for parole by their stay in prison. Likewise the effectiveness of the prisons must depend on the fairness and wisdom of the courts prior to incarceration and on the board of pardon and parole which offers hope of release when possible readjustment has been demonstrated.

The aim of the committee is not to make parole easier, but more effective. To this end they recommend a board of three citizens in whose judgment the community may have entire confidence, the chairman to receive a salary of $15,000 and the other two members $12,500 each, so that they may give all their time to its affairs. After first appointments for ten, eight and six years respectively to establish a stagger system, appointments shall be uniformly for ten years. This board should be separate from the correctional system of the state and should have broad powers of initiation, control and supervision. It must be supported by a sufficient staff of trained experts and adequately compensated parole officers. Better abandon the idea completely, the committee believes, than to try it half-heartedly without the means to aid the prisoner or safeguard the community effectively.

It is expected that these wise and humane recommendations will be made the subject of a bill before the present legislature of New York. In Pennsylvania a new plan for more effective parole supervision has been authorized by the legislature and Governor Fisher has assured his support to make it effective this year. Federal bills for prison reorganization (see The Survey, February 15, page 563) carrying a provision for an independent parole board, have passed the House, while their fate in the Senate is anxiously awaited. In parole, scientifically administered under adequate supervision, prison officials have their most effective incentive by holding out hope and help to prisoners who can make good.

As Warden Lewis E. Lawes of Sing Sing recently pointed out in a pamphlet on The Importance of Time-Compensation as an Aid to Prison Management, it is not discomfort in prison that embitters a convict's attitude, but his lack of hope that good behavior will be rewarded. New York State took a step backward in 1926 when it abolished for first offenders "time-compensation" as a recompense for good behavior. "Without

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this opportunity to show his mettle, the prisoner becomes an automaton, a machine that can have no hope, no ambition, or desire for betterment." With a chance to earn freedom and an adequate system of parole to ensure that it goes to those who have the capacity to profit by it, and that they in turn are helped to make the most of their good intentions, a state might lessen the chances of desperate prison outbreaks, such as have darkened the recent records of New York; it could save money, and what is even better, men.

Pleasant Dreams on Pequot

MANY social duties are so dull and drab, that a social demand enclosing pink and white samples of sheeting is unexpectedly gay. This comes in a letter addressed to members of the National Conference of Social Work from John P. O'Connell, secretary of Sheeting Workers Local Union No. 33, who make Pequot sheets and pillow-cases in the mills of the Naumkeag Steam Cotton Company at Salem, Massachusetts. In the January 15 Survey (page 466) we told Naumkeag's story of union-management co-operation which is in such hopeful contrast to labor relations in the cotton textile industry generally. The Naumkeag principle is that high standards can be maintained only so long as the enterprise is a commercial success. In recognition of this the union asks that social workers sleep between Pequot sheets with their heads on Pequot pillow-cases, first because they are good sheets and pillow-cases, "of the finest . . . on the market," and second because they are made under a 100 per cent union agreement with $16 to $30 wages for women workers for a 48-hour week. The appeal is reminiscent of a time when social workers wore muslin petticoats and corset-covers in which were stitched the white labels of the Consumers' League,—or a still earlier day when our Quaker great-grandmothers gave up cotton for linen because cotton was raised by Negro slave labor. The Pequot letter puts into contemporary hands a tried method of avoiding sweated goods and of holding up the hands of the employer who is struggling to earn the money with which to pay decent wages for fair hours.

What Price Jobs?

THEFT, fee-splitting, extortion, misrepresentation—these are some of the dangers that beset the out-of-work wage-earner who turns to fee-charging employment agencies in New York in search of a job. This ugly picture was drawn by the exhaustive inquiry into the practices of private employment agencies carried on a year ago by the New York State Industrial Survey Commission. The voluminous testimony heard in this survey has never been printed. As a public service the American Association for Labor Legislation has just published a pamphlet giving the substance of this inquiry, with quotations from the testimony illustrating the various points made. As a result of the inquiry, the Industrial Survey Commission recommended state regulation of fee-charging agencies, instead of leaving them, as at present, to local control, pointing out that

> It is just as much a matter of state concern as is factory inspection or the requirements of safe and decent working conditions. It is a matter as to which the state should have the greatest concern, for it affects the welfare of the poor and needy, and the most helpless of our people.

While the inquiry was under way, the United States Supreme Court decision in the Ribnik case (48 U. S. 545) was handed down, declaring state regulation of employment agency fees unconstitutional.

A few weeks ago, Senator Gates, a member of the Industrial Survey Commission at the time the inquiry was made, introduced into the state senate a bill (S. 1044) embodying the recommendations of the commission for the regulation of the agencies. While this bill does not attempt to regulate the fees charged, it does aim to throw about the unemployed wage-earner the protection of state licensing and supervision of commercial employment agencies, on the stated principle:

> The business of procuring employment or of disseminating information in regard to employment opportunities and needs of employers for employes is hereby declared to be a matter of concern to the people of the state, and to be a business affected with a public interest.

Senator Gates' bill is of importance to employers, employes, social workers and civic groups in New York. It is of wider significance in offering opportunity to test squarely the principle of "public interest" before the Supreme Court of the United States, and thereby re-open the way for regulating the fees charged by these agencies in other states as well as in New York.

Publicity and Medical Ethics

LEADERS of medicine and of journalism seem to be in fair agreement that the relationship of the two professions should be cooperation to serve the aims of each. On February 24 the New York County Medical Society held a meeting to discuss The Press and the Medical Profession. Bruce Bliven, editor of The New Republic, spoke as a journalist looking at medicine and Dr. Linsley R. Williams, president of the New York Academy of Medicine, as a doctor looking at journalism. They agreed that in the past lack of authoritative news sources and of trained reporters, had combined to give the public garbled accounts of medical events, but that both professions were working to make such knowledge less esoteric. The Medical Information Bureau has been established in New York, as a place where journalists can muster the knowledge of organized medicine for a background to deal with new discoveries, and get other pertinent information. On their side many newspapers now furnish technically trained reporters to handle medical news. These legitimate agencies must fight the quacks and the great new "gutter press" in their equally whole-souled union to publish "amazing new discoveries" and cure-alls beside which diet and fresh air for health are unexcitingly indirect. In this connection Mr. Bliven mentioned the handling by the Hearst papers of new discoveries in cancer treatment, which were so reported that hundreds of cancer sufferers rushed to San Francisco hoping to benefit by a sure cure.

Mr. Bliven suggested that the first present duty of the medical profession is to wage a campaign to obtain the fullest possible publicity for preventive medicine, and that this should not be confused with the prejudice of medical ethics against personal publicity. The advertisements this fall in which New York medical associations joined in recommending regular physical examinations, were cited by Dr. Williams as an example of such legitimate publicity.

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The Rub in Scrubbing

AS an employer of labor, a university is expected to live up to a standard well above that of a sweat-shop boss. Perhaps that is why the sorry spectacle of Harvard University, dodging a minimum-wage law decree to keep from raising the wages of twenty scrubwomen two cents an hour, and finally discharging them without notice under pressure from the Massachusetts Minimum Wage Commission, has been front-page news for some days. And perhaps, too, that is why the contrasting procedure of Union Theological Seminary, New York City, has been taken for granted and not been in the news at all.

In 1920, the Minimum Wage Commission of Massachusetts published a decree covering "office and other building cleaners," which established thirty-seven cents as the minimum hourly wage. For eight years, an "understanding" with the commission, according to the statement of Arthur L. Endicott, controller, enabled Harvard to continue to pay the cleaning-women in Widener Library at the rate of thirty-five cents. An inspector persuaded the commission to try to force Harvard to observe the decree. One group of the scrubwomen were dismissed, without notice, on November 1. Six weeks later, the commission threatened that, if any of the remaining women were still being paid below the established minimum on December 26, Harvard University would be included on the list of employers refusing to conform to one of its decrees, in accordance with the provisions of the law. The rest of the women were immediately "fired."

These facts were brought out when the Rev. William M. Duvall, pastor of a church in Cambridge, wrote President Lowell protesting against the discharge of one of his parishioners just before Christmas. Mr. Duvall had no knowledge of the reason for the dismissal—he was stirred by the manner of it. President Lowell replied: "I find that the Minimum Wage Board has been complaining of our employing women for these purposes at less than thirty-seven cents an hour, and hence the university has felt constrained to replace them with men." Mr. Duvall made the letter public, and unhappy Harvard officials have issued statements (some of them conflicting) as to the true inwardness of the situation. The essential facts remain—Harvard had been paying its scrubwomen below the established minimum wage for eight years; it dismissed them, without notice, rather than raise their wages from $10.50 to $11.10 a week (the women were working five hours a day).

Some time before the Harvard scrubwomen appeared in the news, both faculty and students at Union Theological Seminary began to wonder whether that institution was "as an employer, setting an example of justice." Committees of faculty and students were organized to make preliminary inquiries. An informal report outlines some of the difficulties immediately encountered:

There were, of course, numerous studies of wage scales available, many of them based on the so-called standard industrial family of father, mother, and three children. But it turned out that most of the families represented refused to conform to this standard. Some had more children, some less, and some none at all. It was felt that individual needs ought, of course, to be taken into account, but it seemed impracticable to regard each solely on the basis of need and adjust pay according to need. Obviously, too, some jobs, from an employer's standpoint, are worth more than others. Could one discover any just method of determining how much a particular job was worth, and then hire for such a job only a man whose circumstances made it possible for him to maintain a decent standard on such a wage? On this principle one would have to say to a man with, say, five children, when he was applying for work and desperately in need of it, "No, this is no job for you. It cannot pay enough to meet your needs. Go and look for something better."

A MEMBER of the board of directors finally made possible a way out of the dilemma. He offered to engage the services of a firm that specializes in industrial relations to study the situation and recommend an adequate wage scale. The offer was accepted. After several weeks' work, a 200-page report was submitted, outlining a "human relations program" for the seminary. An analysis of each job was made, specifications drawn up, and an index figure obtained for each one, which was used as a basis for determining a fair wage. Incidentally, it was found that the institution was already paying wages that were fully up to the prevailing rate of similar institutions and in some cases higher. The new wage scale, however, called for an addition of $12,000 to the year's payroll. This increase was voted at once by the board of directors, without waiting for the beginning of a new fiscal year. The conclusion of the report on which Union Theological Seminary based its new wage scale might well be pondered not only by Harvard, but by all employers of labor:

The new focus, the center of attention in management, is the human element. The worker, not the work, personality, not profit, are increasingly recognized as the basis for the upbuilding of a more stable and equitable labor order. This change in emphasis is fundamental. It is not sentiment; it is not philanthropy. It is because modern science, especially psychology, and the war and post-war experience have taught us that the interest and goodwill of the workers, the enlistment of human cooperation, has become the crux of the employer-employe relation.

Drawing by Helen B. Phelps

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Foster Homes—Wet, Dry or Damp?

By DOUGLAS P. FALCONER

Drawing by Helen B. Phelps

WOULD you approve a foster home where the prohibition laws are violated? Do you distinguish between frequent and infrequent violators? Would you approve a home where beer and light wines are consumed, and reject one using gin and whiskey? Should we have different standards for Italian, German, Polish, Negro and English foster families? How dry must a foster family be?

These questions recently arose in a committee of the Children's Aid Society of Buffalo, New York. After a discussion which developed divergent points of view, a member had the happy idea of finding out what other children's agencies are doing, hoping, no doubt, to find a substantial unanimity of opinion to guide us.

The whole field has not been canvassed, but the following are extracts of replies from agencies scattered along the Atlantic seaboard from New England to the Gulf, and several from the Central States.

1. We have always held that we should not place children where intoxicating liquors are used. We have at present a boy of eleven placed in a home where the foster father, a farmer, has been known to get drunk, but so far as we know this has not occurred for two or three years. The child-placing agencies are obligated to set a standard of conformity to law, whether this means the prohibition law or any other law.

2. As far as I have to do with the policy, we shall take a rather straight-laced stand and exclude from our foster home list all families that we know are manufacturing, buying, selling, or using intoxicating liquor.

3. As far as we know, we have not used boarding homes where any quantity of "hard liquor" is used. A few German families who are accustomed to making and drinking beer, and several other families that have made wine for personal use, we have continued to use. We have refused homes where we believe that gin or whiskey is used even in moderate quantities. I believe that we would have refused these same homes prior to the passage of the prohibition law. Aside from the unpleasant consequences that result in families from the immoderate use of alcohol, we naturally prefer that our children should grow up with a respect for law and order.

4. Of course, we can't take any stand which is contrary to the laws of the government, but on the other hand no foster home is perfect, and I think we have to weigh everything concerned. I can easily imagine many homes where there would be a great deal to contribute to the life of the child, but where the prohibition law would not be strictly kept.

5. I am unable to see how any organization, especially one which is attempting to guide the lives of children, can take any stand which is contrary to the laws of government. Besides being disloyal to the laws of the government it would have a very bad effect on a child to be placed with people who openly admit they do not respect certain laws enough to keep them.

6. We would not use a foster family which thought little or nothing of its obligation to observe the prohibition law. Of course, we undoubtedly have foster families which disapprove of the law, but their mental attitude does not rule them out from a relationship with us. I think our real problem is with the type of family that makes regular purchases, brags about its violation of the law, and thereby sets up a constant example for the children in the household. But this is also the type of family which we are likely to disapprove in the end because their activities cannot be entirely concealed from neighbors and associates.

7. The old parts of our state and therefore, the most influential socially, consider liquor as one of the essential formalities of their social life, to the extent that in this territory we would expect to find the use of liquor a normal part of the social life of a foster home and the absence of it might very likely indicate a fanatical dry home not very acceptable to its neighbors. If we took the strict attitude indicated by the questions in your letter it would cut down our home-finding possibilities to the point where we would be seriously handicapped.

8. It has been the policy of our society never to place children in any homes where liquors are used to excess. We prefer not to place them with families where there is any use of intoxicants; but we have made some such placements. I presume that a very large percentage here of all the so-called better families, active church members, do not hesitate to use liquor in a moderate way. If the child-placing agencies of the country were to decide that they would never place a child in any home where there is any use of liquor we would cut off at least 50 per cent of all of the applications.

9. We do have many foster homes in use where liquor is not entirely absent, but so far as we can learn, is not being used by anyone in the family to excess. We have many children of foreign parentage under our care and place them, when possible, in families of their own nationality. Some of these families have not given up liquor entirely despite the prohibition law; in other respects, their homes are good and we use them because they are the best homes we can find which are available at this time.

10. We do not ask prospective boarding-home parents whether or not they use intoxicating liquors or whether they are makers of home brew. If such fact is pointed out by the prospective foster parents or if such fact is definitely stated by the references, we do not approve the home.

THESE comments reveal both personal opinions and geographical differences of community attitude. They suggest a further line of questioning. Have we the right to demand of foster families a higher standard of law observance than we require from our staffs, committees or boards of directors?

Our committee is still wrestling with these questions. Our attitude at present is this: We prefer foster homes where liquor is not used at all, but moderate use will not exclude a family from consideration. Other factors being equal, we will select the dry home. When such homes are not available in sufficient quantity and of desirable quality, we will attempt to make a decision in each instance by taking into account all the known assets and liabilities of the family.

And as to exacting strict law observance from all our board, committee and staff members—well, that question has not yet reached the board. In the meantime further comments are invited.

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Sneeze—If You Must—Alone!

By W. R. REDDEN, M.D.

MUZZLE the common cold! More and more, health educators are urging that all children with a common cold be excluded from school for at least twenty-four hours, in some instances for three days, and in others until recovery. Many business organizations send home every employe with a common cold who shows a rise in temperature, and advise all others to go home at the first sneeze or snuffle. Other employers encourage and even entreat their workers to report a cold immediately to some designated person.

Some day parents will assume the responsibility of daily inspection at home so that an infected child will rarely reach school, and at a more distant date every community may maintain adequate facilities to care for children with common colds when the rest of the family must work. Even the adult may gradually be trained to assume personal responsibility for his own infection so that he will remain at home and not wait to be sent. Of course many a worker must remain at his task as long as he can hold up his head, because he needs the money, but this in no way detracts from the soundness of the principle that he should not be there.

But why all this fuss over such a simple thing as a common cold that never kills? Just this. No man living can distinguish between a common cold and influenza by any known laboratory or clinical test. Furthermore, it is impossible to distinguish between the symptoms of colds and those associated with the onset of more serious, acute infections, such as measles, whooping cough and pneumonia. For these reasons alone, isolation of the victims of common colds assumes a striking importance in the field of preventive medicine.

Courtesy Wisconsin Anti-Tuberculosis Association

Beyond this, isolation would help to control the spread of every type of communicable disease micro-organism which inhabits the respiratory tract. For health authorities are generally agreed that diphtheria, meningitis, poliomyelitis, scarlet fever, and pneumonia are spread from person to person through carriers; that is, persons who are not ill of the particular disease but who nevertheless harbor the germs in their noses and throats. When a common cold turns the nose into a free-flowing hydrant and the whole upper respiratory tract into an explosive geyser, every micro-organism of which the victim is a carrier has a chance to take to the air, to handkerchiefs, to hands, to common towels, to eating utensils—to anything and everything within range, and thence to other persons. Moreover, there is a decided backfire to sneezes and nose-blowing which frequently sends pathogenic organisms up into the nasal sinuses and middle ear there to cause sinusitis, otitis media or even mastoiditis. No wonder Dr. Milton T. Rosenau has said: "Could the sum total of suffering, inconvenience, sequelae and economic loss resulting from common colds be obtained, it would promote these infections from the trivial into the rank of serious diseases."

The United States Public Health Service has conducted an extensive investigation of common colds over ten or fifteen years among industrial, school, college, community and family groups. These and other investigations have included parts of the country with widely varying climatic, working and home conditions. Reports of these studies show that common colds occur most frequently during January, February and March, and least during June, July and August; that frequently there is a peak in October, a depression in November, a second peak in December, and a third and highest peak usually in February or March, with occasional downward swings in between but with a general upward trend—then a rapid falling off to the low level of the summer months. During January, February and March, we also find the highest peaks in all respiratory diseases. There are too many variables in this coincidence to state definitely that the common cold is an important factor in the sickness and deaths from other respiratory diseases, but that it is a factor is self-evident.

The common cold is the most frequent cause of illness among all groups. It is by far the greatest cause of time lost from shop and office—on the average, about one day a year for each of us, or a total of some 35,000,000 working days, with another 25,000,000 days for school children. Recent reports on the cost of sickness, including both direct economic loss and charges for medical, nursing and hospital care, indicate a total of ten billion dollars a year. Nobody can say just what part of this amount is chargeable to common colds, but it seems reasonable to believe that it would exceed a billion dollars a year.

We have always considered that a mild, equable climate affected to a marked degree the incidence of common colds, yet in reports from comparable groups of people in California, Louisiana, Texas, Illinois, New York, the District of Columbia, Maryland and Massachusetts no marked difference was noted in frequency, though the individual colds seemed to run a shorter and milder course in the milder places.

For years there has been a definite impression that certain persons are peculiarly susceptible to colds. Recently careful checking of records among groups of students at Cornell University by Dr. D. F. Smiley gave statistical backing to this idea by showing that about 6 per cent escape colds each year and that about 26 per cent are "cold-susceptibles" with

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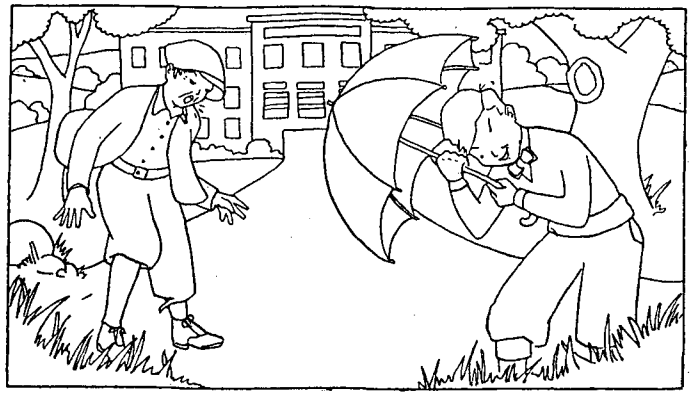
four or more attacks. Dr. Smiley thinks that the cold-susceptibles are the chief sources of the spread of the common cold. Hence by making a special attack on their ailments he can aid the health of both the individuals and of the college. The measures designed or being tested for preventive use range from mercury light-baths to vaccines; from diet adjustment to instruction in hygiene. Favorable results are sufficiently evident to warrant an extension of this approach to other well-controlled groups.



Courtesy Wisconsin Anti-Tuberculosis Association

EXPERIMENTS indicate that definite changes take place in the mucous membrane of the upper respiratory tract when chilling is produced by wet feet or clothing or exposure of other parts of the body to unusual conditions. Some people take daily plunges through the ice in winter without "taking cold." On the other hand, some start to snuffle or sneeze in summer or winter if their feet are wet or if the slightest draft strikes them. We are compelled to conclude that there are marked individual differences and that each person must discover his own susceptibilities and guide himself accordingly. But after we have separated the sheep from the goats, we still must insist that good habits of sleep, diet and exercise, that proper medical attention for defects in the nose and throat, proper dressing for the work and for the weather, the regulation as far as possible of the temperature and humidity of the place in which one works, preparation for abrupt weather changes, the avoidance of chilling, and especially of fatigue, all play some part in causing common colds.

In winter, many of us live in a temperate climate while at work, at home, in public conveyances, and at public gatherings. We should wear clothing adapted to this temperature. But when we go out into the low outdoor temperatures, we should be comfortably dressed. This is where overcoats and galoshes come in.

There is no reason why a normal person should not sit in comfort in a room with the temperature at 68 degrees Fahrenheit. If this temperature results in discomfort, there is probably something wrong with the person—insufficient food or an inadequate variety; fatigue, or actual disease, such as anemia, diabetes or nephritis. Therefore, instead of attempting to adjust the room temperature to the needs of the individual, let the individual put on extra wraps to maintain his own temperature and make an effort to find out the cause of his trouble.

Courtesy The Dallas News

Temperature-comfort and good ventilation involve three important factors—proper temperature, humidity, and movement of clean air. It is impossible to maintain proper humidity in artificially heated rooms when the temperature goes above 70. Without proper humidity, the mucous membranes of the respiratory tract become abnormally dry and susceptible to the invasion of pathogenic micro-organisms, and the whole body feels colder because more body heat is lost to the surrounding air. Wherever sufficient heat is available to restore a temperature to 68 degrees, open windows wide even in midwinter for a minute or so, two or three times a day, while everybody moves around actively—not only to change the air, but to restore humidity, for the humidity of the out-of-doors' air from fall to summer meets body requirements.

At the American Public Health Association conference last fall, careful investigators reported that there are many organisms which may produce the symptoms of common colds; no specific causative agent has yet been isolated. The important thing on which all agree, however, is that the common cold is readily transmitted from person to person by direct or indirect routes. No matter what other factors may complicate the picture as possible inciting causes, the common cold is an infection.

With these facts in mind, what can we do about it?

Except under most extraordinary conditions it is impossible to close the schools, theaters, churches and offices or to shut down industries and stop transportation—it is obviously foolish to tell people to avoid crowds indoors during the winter. But it is possible to train or compel the victim of a common cold to keep it to himself. The responsibility is his. It is also possible to create such a definite public sentiment that the snuffling and sneezing "common-colder" will be excluded from public gatherings, school and work, unless he practices the well-known methods for properly handling his condition. Stop the cold at its source. The problem of controlling common colds involves broadcasters who spread their misery by kissing, sneezing, coughing and talking; and by hand or mouth contact with food, dishes and the whole category of materials which come within their reach; and susceptible receivers who come within the range of them or objects which they have contaminated.

THE prevention of common colds rests squarely on the maintenance of a normal, healthy respiratory mucous membrane with its normal germicidal secretion and the development of simple habits of personal and community cleanliness to prevent the free exchange of infected respiratory secretions.

The former includes the avoidance of local irritants such as smoke, dust, gases, superheated air, or the introduction of other irritating materials, whether for curative or preventive purposes. It includes the avoidance of fatigue, of excessive strain on the heat-regulating mechanism of the body, and the development of a greater flexibility of this mechanism by a gradual conditioning. It includes the correction of local pathologic conditions and the maintenance of an adequate diet.

The latter includes the training of the individual in habits of cleanliness that will reduce the spread of respiratory secretions to a minimum and mini- (*Continued on page* 733)

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The World's Work for Mental Hygiene

By WINTHROP D. LANE

As the German army approached Antwerp in 1914, inhabitants of many villages fled before it. Among these villages was Gheel. Now Gheel is an ordinary town, where normal families take insane people to live with them. As the army came on, all grew excited. Contagion of flight was in the air, and the insane caught it as well as the others. Hundreds fled into the woods, some knowing which way to turn, others bewildered. "Perhaps many reached neutral territory," wrote a correspondent at the time, "but the majority must have perished."

Such was one of the tragedies of the war, but today Gheel is as firmly established as ever. It is an extraordinary demonstration of familial care of the insane. As one goes about the streets, one meets mental patients everywhere. They go to the concerts, movies, dances. The more ill, or the more violent, live in outlying hamlets. In the families, they are simply paying guests. The government which has taken over the control and supervision of Gheel supports them out of public funds or money collected from their relatives. The poorer patients live with poor families, the wealthier with wealthier families. Normal children grow up with the insane, learn to like them—and do not find them unpleasant or ridiculous. When young folks marry, they ask the authorities to give them as a dowry the care of a patient. Physicians, of course, are in attendance, supplying such psychiatric and medical treatment as is possible. If a cure is effected, the reward for the family is another patient.

Dr. F. Sano, medical superintendent of Gheel, is coming to the first International Congress on Mental Hygiene, which is meeting at Washington, D. C., May 5-10, to discuss the merits of this plan of caring for people who are sick in mind. There are three types of familial care of the insane in Europe. In Belgium, there is this colony and also the colony of Lierneux. In Scotland, patients are dispersed in small groups and numerous places, but not concentrated as at Gheel. In Germany, institutions or hospitals place certain patients in family homes, much as children are placed in this country. Dr. Ernest Bufe, a distinguished German authority, will discuss these plans at the congress and learn, incidentally, what the United States is doing in familial care of the insane. So far all that American authorities have been able to discover is the placement of a few patients in Massachusetts.

However, this first International Congress of Mental Hygiene will not confine its interest to the mentally ill but will consider the whole range of problems in mental health and growth that confront ordinary people—education, social relationships, marriage, family life, and the like.

Russia, as everybody knows, has been experimenting recently in education. Colossal research plans are afoot and publications issue in bewildering variety. Dr. L. Rosenstein, director of the State Scientific Institute of Neuro-Psychiatric Prophylaxis, at Moscow, is coming to the congress to describe Russia's plans to individualize teaching and particularly that country's work for gifted children.

Among German contributions will be accounts of new methods to check or prevent crime. Several German states —among them Prussia and Thuringen—have set out to discover what could be accomplished by a scientific approach to the treatment of offenders. They have replaced, in part at least, the notions of the lawyer and traditional prison administrator with the notions of the psychologist and psychiatrist. Mental hygienists in the United States have long been interested in prison administration and the German reforms ought to shed light on our own problems. Dr. Jur Lothar Frede, minister of justice of Thuringen, will tell of many changes that have been put into effect in his state.

SPAIN and Belgium will describe vocational guidance work which has attracted international attention. Holland will report on studies of alcohol as a problem in mental hygiene. France will contribute an unusual type of experience in the management of a hospital for mental patients. Great Britain will report on mental defect and child guidance clinics. Italy will send Dr. Giulio Cesare Ferrari, an outstanding authority on adolescence, who will discuss mental hygiene in relation to highschools. Germany will send Dr. E. Rudin, of the Institute for Brain Research, Munich, who has made special studies of the heredity of mental disease. From Switzerland will come Dr. Oskar Pfister, member of the clergy, who will talk about the spiritual and religious values significant to mental hygiene. And leaders from the United States and Canada will describe experience and experiment in our work for mental health.

Forty-nine countries are represented on the advisory committee on program: the congress will be truly international in scope. Invitations, transmitted by the U. S. State Department, have gone to every foreign minister in the world asking him to appoint delegates—a solicitation to the peoples of the world to recognize that the organized mental hygiene movement started twenty-two years ago in New Haven, Connecticut, has now almost literally circled the globe.

Answers at Washington, May 5-10

Items of special interest to social workers are included in a questionnaire sent to all the countries of the world in anticipation of the First International Congress of Mental Hygiene and designed to bring before the congress information as to what people are doing and thinking in regard to mental hygiene from Greenland's icy mountains to tropic seas.

To what extent do social service agencies (child placing and protection, family relief, public health nursing) as well as courts, use mental hygiene clinics in planning for their clients?

What is being done in your state along mental hygiene lines in industrial establishments in the field of personnel relations and personnel work?

What legal provisions are there for the psychiatric examination before trial or after trial of prisoners in whom some mental abnormality is suspected?

What provision is made for the mental health of students in universities, colleges, public schools, private schools?

For preliminary program and other information about the congress, to be held at Washington, D. C., May 5-10, address John R. Shillady, administrative secretary, 370 Seventh Avenue, New York City.

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Are Old Age Pensions Un-American?

By WALTER S. GIFFORD

WHEN the governor of New York appointed a commission to study the advisability of an old age pension paid by the state he questioned the present system of American social work, declares Walter Gifford, in an article on Pensions, Charity and Old Age in the February Atlantic Monthly. As president of the American Telephone and Telegraph Company and vice-president of the New York Charity Organization Society, Mr. Gifford examines this assertion from the point of view of an industrial leader and an active participant in the direction of organized charity.

During the last fifty years, Mr. Gifford believes, the United States has evolved a science of caring for those who for any reason cannot care for themselves. The essence of this science is that each case shall have personal and individual treatment by persons trained to discriminate. Modern American social work, deriving its original conception very largely from the efforts of Mrs. Josephine Shaw Lowell, has from the beginning put its emphasis upon the careful sympathetic study of the character and conditions affecting each person who comes to a society for aid, to the end that they may be helped individually to become independent, self-supporting and useful citizens. It works in the belief that it is necessary to recognize that each human being has his own character, his own trials, temptations and aptitudes, and that only by a careful study of each person in the light of all his past and of his friends and relations can a wise plan be made for his betterment. Such, in general terms, is the philosophy which has sustained the New York Charity Organization Society since its establishment in 1882, and now animates nearly two hundred family case-work societies spending upward to $13,000,000 annually.

THOUGH numerically only a small proportion of the charitable agencies in the country, these societies, Mr. Gifford declares, represent the backbone of American social effort. Their distinctive aims and achievements are in direct contrast to those embodied in proposals for state pensions for the aged:

> Individual and discriminating attention must be supported by private funds, for the state cannot discriminate. State aid for those who cannot care for themselves must be dispensed under general rules. This is the more common method abroad, where governmental action penetrates into and regulates the activities of the people far more than here.
>
> It is worth while, therefore, when confronted with an agitation for state old-age pensions, to inquire first just what is the condition of the aged in this prosperous country and what is now done for those who cannot care for themselves; and secondly, whether, if more should be done, it could not be done by the American system of discriminating attention. If it is proved that our system will not meet this problem, then perhaps we must accept the solution of the old-age problem that has been largely accepted abroad where not only the economic conditions but the whole conception of life is different.

Mr. Gifford believes that the outpouring of voluntary good-will which is represented in the whole group of American social agencies has been unequaled; it is a phenomenon unknown to most ancient civilizations and not altogether common in the world at present; it constitutes an essential element in our particular kind of civilization.

In our American technique of case-work no standardized method of quantity production is possible. The results of consolidation of social agencies depend upon the special circumstances in each case; they may or may not promote effectiveness. The community chest movement is an interesting experiment in money-raising, which saves the time and effort of the lay or non-paid and non-technical part of the welfare agencies, for it is these, rather than the professional members, who raise money. Yet it remains to be seen if the community chest's tendency to lessen the responsibility of the lay members, will also lessen their interest, which is vital to the success of our present voluntary system.

Mr. Gifford is inclined to believe that at the present time American social work does not get the participation of business men which would make it as effective as it might be. He feels certain, however, that this participation is growing, that the philosophy of the business world asks for more than financial success of its leaders before it will accord high honor in esteem and respect.

> This growing conception of a more mature philosophy of life among business men is the chief reason for assurance of their increasing activity in the voluntary welfare and charitable work of the country, and one of the main reasons for believing in the continued growth and improvement of that distinctively American method for meeting the needs of the country.

THERE are fundamentally only two methods for caring for people who cannot and do not care for themselves without help, Mr. Gifford declares in summary: government action supported by taxation, and the voluntary action of people interested to devote time and money to this part of American life.

> I believe that it is as sound a principle in welfare work as it is in other activities that in America governmental agencies should do nothing that other agencies can and will do. And I believe that we have to find out where that line is to be drawn in America from American experience. That the state performs certain welfare functions in the Scandinavian countries and Germany is not a valid argument that the state should perform these functions here, for neither the people nor the conditions are the same. We have an American method of voluntary action for meeting the welfare needs of our people that is in keeping with our social and political philosophy and in many respects has been so successful that students from our schools of social work are drafted to all parts of the world. While we should learn all we can from the experience of other countries, the problem before us is not one of changing to some other system based on European experience, but of continuing to develop our own method. . . .
>
> The agitation for state old-age pensions brings in concrete form the questions whether the people of the United States wish to solve the old-age problem along the lines of their own development or to abandon this field to governmental action which must of necessity confine itself practically to the dispensing of funds on a non-discriminating basis.

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The Duty of the State to the Old

By WILLIAM H. MATTHEWS

THE old-age commission's recommendations bring a ray of light to the shadow-land of old age. At least two groups of people are rejoicing—the old people who have read through dimming eyes the newspaper headlines, the rank and file of social workers who for several years past have heard the stories of anxiety, hopelessness and often despair that have come from old people who found themselves with little or no means as they neared the end of the way. For, sad to relate, many of these social workers have been able to do very little to help the aged. Until very recently at least, it has been both the accepted and declared policy of many of the family welfare organizations in and about New York City to do little or nothing for old persons who came to them asking for assistance, except to refer them to the city almshouse. Yes, there were also the private homes for the aged for those who could pay the entrance fee—but as a study made a short time ago by the Old Age Section of the New York Welfare Council showed, there were some 5,000 old people already on the waiting lists of private homes in New York City. The reason often given for this policy by the family welfare societies was that their funds were always limited, and that they must choose to spend them on family situations where the future of younger people and children was involved. A proper choice, forsooth, if choice had to be made. Yet this did not give the needed help to the aged.

Further, there loomed up the fact that the city home on Welfare Island is constantly jammed with people forced to enter there as a last resort though many of them deserve something better than public almshouse treatment. Again, it was known that a large number of these old people neither wanted nor needed to go into either private or public homes, provided they could be assured of a small income from some source that would make it possible for them to go on living in their own little one or two-room apartments—just enough to provide the food, clothing, shelter which for the poor, as for others, are essential preliminaries to a humanized life. Moreover, it was shown that the expense of this latter method averaged considerably less than the cost of institutional care.

From my personal acquaintance with many of the old people on the present waiting lists of private homes for the aged, I am sure that a living allowance granted by the state will result in a considerable removal from such lists of the more able-bodied, meaning by that those who can go on living and caring for themselves for some time with safety and comparative comfort in their own homes. That in itself will be a good thing for this group. Further, it will (let us hope) enable the homes to reach more quickly the chronic sick and invalided old people on their lists who really need their care.

These I believe, are some of the reasons that led Governor Roosevelt, as also Governor Smith before him, along with a large body of social workers and other citizens, to consider not only the necessity of the state coming to the rescue of the aged, but no less its duty and obligation to do so.

Laws providing old-age pensions in one form or another are already in effect or on the statute books of California, Wisconsin, Minnesota, Montana, Nevada, Kentucky, Colorado, Maryland, Wyoming, Utah and Alaska, while bills are pending in the federal Congress and the legislatures of Massachusetts and New Jersey as well as in New York. In Canada, a federal law for old age pensions was enacted in 1927 and is working successfully in the provinces of British Columbia, Alberta, Saskatchewan, Manitoba and Ontario.

By far the greatest burden of caring for the poor in their own homes is already borne by public funds. The group of 75 large cities reporting regularly to the Russell Sage Foundation showed for December a total of $3,426,864 spent in outdoor relief, of which 72 per cent came from public agencies as poor relief, mothers' aid and veterans' relief. Mothers' aid alone amounted to $1,142,301, half as much again as the total of $780,138 spent in outdoor relief in these cities by all the family case-working societies, non-sectarian, Jewish and Catholic. In 32 cities for which complete figures had been received from all important agencies, public agencies accounted for 82 per cent of all outdoor relief expenditures. Federal, state and local governments control hospitals which render 70 per cent of all hospital service given in the United States. Public responsibility for the sick and needy is our prevailing American practice though for the aged poor this has offered in general only the 2,000 and more almshouses in which helpless people, old, sick, sometimes even insane, have been herded with little discrimination as to their needs and desires. Public pensions would help to keep the more able-bodied old people out of these institutions and in their own homes at least for a time, living at less cost to the state, as mothers' pensions have kept children from institutions in the family life that we, as social workers, trust.

FEAR is sometimes expressed that state care will lack the "friendly service" that characterizes voluntary aid. For four years the writer was president of New York City Board of Child Welfare, created fifteen years ago by an act of the state legislature to give monthly allowances from public funds to widowed mothers and their children, also because of the failure of the voluntary relief organizations, in the minds of many, to meet *that* situation adequately. I know there went much of kind and wise service from those who were entrusted with the dispensing of these funds. And there was considerable "discrimination," as the law required. Mothers' aid has come to be universally accepted in the United States and its provisions have become a cornerstone of our public and private social work.

Let us be glad that the governor of New York and the commission appointed by him to study the situation feel that we should extend public aid to the aged, who are equally helpless and who also cling to their homes. Let all who have helped in the battle be glad that it cannot be said of them, as it was said by Henry of Narvarre to his Captain Crillon, "We fought today and won a glorious victory and you were not there!"

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Meet the Lady Cop

By AUGUST VOLLMER

IN the popular mind "police" still connotes brawn and brass buttons. Perhaps that is why it is so difficult for people to think of women police in feminine terms. Early caricatures pictured them as raw-boned, tight-lipped masculine creatures in ugly uniforms, their hair protruding in stringy locks from under frightful hats, their big-fisted hands clutching revolvers.

Personally, I have never met a policewoman who wore a uniform or carried a gun. In England and on the Continent uniforms are the rule, but except in rare instances on special kinds of patrol, policewomen in this country dress like other business or professional women. My own opinion is that the right kind of woman does not need a uniform any more than other social workers do. As for clubs or guns, if she has difficulty in making an arrest, she can always call a man officer to her assistance; after all, you have to leave a little leaway for the male impulse to protect the weaker sex, even in a police department.

When Alice Stebbins Wells of Los Angeles, first regularly appointed policewoman in the United States, asked for the privilege of addressing the International Association of Chiefs of Police at Grand Rapids in 1914, there was acid comment on the part of the men. One burly officer remarked, "Call the patrol wagon; another nut gone wrong!" They couldn't see why any woman should want to work around a police station; in fact, they all but put Mrs. Wells out of the meeting. So forcefully, however, did she present the argument that women and children, and especially wayward girls, were best served by women officers,—that many of those who arrived scoffing remained—convinced.

In personality and appearance, Mrs. Wells was the exact opposite of the cartoonist's model. Educated, refined, wholesome, with a background of years of experience in social work, she was a fitting leader for the more than six hundred American policewomen who today, twenty years after her difficult ground-breaking, carry out their protective-preventive social service in two hundred cities. Almost all of her early followers were drawn from the ranks of social workers; so rapidly did the movement spread, however, that before long police departments in some places were appointing women with no other qualifications than those deemed necessary for a good police matron. Civil service examinations did not insure adequate training, so at the 1922 meeting of the International Association of Chiefs of Police in San Francisco, a minimum standard was adopted, providing for "graduation from a four-year course in a standard highschool or the completion of at least fourteen college entrance units of study, and not less than two years of experience, recent and responsible, in systematic social service," with provision for substituting nurses' training or teaching or commercial experience for social work in certain cases, the assumption being that the police department would arrange for courses of study in social service after appointment.

THE present tendency is toward a standard requiring a college degree and social work experience *before* appointment. The Department of Criminology of the southern branch of the University of California at Los Angeles in 1918 offered the first course to women police. Since then several other colleges and schools of social work have added similar courses. An institute on police administration at Riverside, California, in the summer of 1929 was well attended by both men and women.

In Berkeley, our rules and regulations specify that no woman police officer shall be appointed who is not a trained social worker, preferably with the stress laid on psychiatric training, as evidenced by a certificate of graduation from a recognized school of social work or the equivalent from a college of the first class and some practical experience in work with individual delinquents. I think we can confidently look forward to the time when all policewomen will be very highly qualified; the top-notchers today are unsurpassed by any group in social work.

At the same meeting which set the educational standard,

Drawing by Helen B. Phelps

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the International Association of Chiefs of Police adopted the statement that "the primary function of policewomen is to deal with all cases in which women and children are involved either as offenders or as victims of offense." When rightly interpreted, this simple formula includes social as well as legal investigation, prevention as well as treatment. What this may involve we can best illustrate by spending an imaginary day with a woman police officer.

Perhaps her first call is to arrest a member of her sex who has been out on an all-night drunk. She takes her to the Detention Home, where she is left to sober up before further work can be done on the case. On the way back to the police station, the policewoman makes several calls to secure information to be used as evidence and to obtain such facts as will assist in the rehabilitation of women, girls or children whose cases are pending. Arriving at her office, she finds a runaway girl who has been referred to her department by one of the men officers. In her first interview with this potential offender, she attempts to make friends with her and at the same time to find out the facts about her past, necessary for any future plan.

AT noon the policewoman attends a luncheon meeting of a woman's club, where she has been asked to discuss the functions of women police, for since the time of Mrs. Wells, who made 136 addresses in a single month during her first year of office, public speaking has been an important part of the work. We note in passing that the lady cop is as well-gowned as any of the women who have come from a morning's work downtown, and that she holds her teacup as daintily as though her only contacts with the police department were by way of the traffic signals on busy street corners!

The afternoon has perhaps been reserved for calls on "pre-delinquents," boys and girls under twelve who present the most hopeful material for constructive effort. Quoting from the rules and regulations of our Berkeley Police Department:

> In the preventive or pre-delinquency work with the children and youth of Berkeley, those means must be used which shall give scientific treatment to the problem involved, this to include presentation of cases to the child guidance clinics and carrying out recommendations for same; contact with various social agencies of the community and attempt to remedy defective conditions in home and neighborhood, the objective being that of improvement and development and the gradual eradication of criminal, immoral and degrading tendencies.

The important work of "investigating neighborhood conditions, hotels, public dance halls, restaurants, skating-rinks, and other places of public assembly" involves night duty. Since police departments hold rigidly to the eight-hour day for both men and women, this task falls to another woman officer, unless the department has but one policewoman, in which case suitable provisions are made for time off.

You see now that the policewoman is a link between social work and the police. There has been some apprehension in the past that policewomen are attempting work already performed by case workers in private agencies or by probation officers. With regard to protective-preventive functions, it seems to me the simple rule holds that unless a private agency in the community is adequately handling the rehabilitation of children and young people who have failed, this work falls naturally to policewomen. And there are undoubtedly some functions that are best performed by an officer with power of arrest.

The rule holds in all well-organized police departments that the head of the Womens' Bureau is directly responsible to the chief of police and has the same rank and pay as the male heads of the Bureaus on Crime, Traffic and so on. Her subordinates receive the same salary as male officers of equal rank; a recent census made by the International Association of Policewomen showed that the great majority of policewomen ranking with patrolmen were getting between $1,200 and $1,800 a year. In one American city with very high standards for its Womens' Bureau of forty officers, the woman police commissioner directing the work receives $3,840, three women sergeants receive $2,520 each and 37 policewomen from $1,800 to $2,220 a year.

Mina Van Winkle, president of the International Association of Policewomen, has said that

> where Womens' Bureaus exist and function properly, they are acting as a socializing agency to the whole police force, resulting in a more intelligent attitude on the part of policemen toward the men, women and children requiring their attention.

Eventually, of course, all police officers, men as well as women, should be college-trained, with a background in social science and behavior problems. Policemen as well as policewomen should be investigating delinquency with an eye not only to its legal implications, but to its social, psychological and psychiatric phases as well; they should know the fundamentals of human behavior and play their part in remedying social and economic conditions leading to crime. The problems confronting the police are the most difficult social problems in the world. Professional training is taken for granted in the case of public health officers, engineers and superintendents of education. To an even greater degree, professional training is essential to both men and women in police work.

IN Berkeley we are attempting to provide all our officers with a background of scientific training. Other police schools are trying to meet similar needs. Beginnings are being made for institutes and graduate schools of police administration. The fact remains that at present it is easier to get women than men with training in psychiatry and social work, and for this reason it is likely that policewomen will continue to carry the main burden of preventive work while at the same time doing all they can to socialize the police departments with which they are connected, and where their influence is greatest.

Whether composed of women only or of both men and women, the Crime Prevention Division carries the most important task of the Police Department. Too much time is being wasted by policewomen in working with the end-product of bad social conditions. Instead of concentrating on prostitutes whose habits have long since been formed, they should be spending the major part of their time with young moldable "pre-delinquents," drawing upon child guidance clinics and other social agencies for help in redirecting children who have made their first mistakes. This implies coordinating all the health, welfare, recreational, educational and character-building agencies of their city so that they may see the problem of delinquency whole and give their concerted effort toward its elimination. In Chicago, for example, a Crime Prevention Division composed of thirty or forty highly trained policewomen with the backing of the civic organizations and the aid of the city's 6,000 policemen and 10,000 paid and unpaid social workers, could almost wipe crime out of existence.

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Measuring a City's Employment

By WILLIAM H. STEAD

THREE years ago, St. Paul, Minnesota, suffered several months of acute unemployment. When the immediate relief problem had been met, a number of civic organizations turned to a study of local possibilities for stabilization, in the hope of preventing future crises or lessening their severity. In this the United Charities, which had carried the heaviest end of the relief, took the lead, and it was at their request that the writer undertook the survey here reported. As the study progressed, valuable help was given by other agencies affiliated with the Welfare Council, particularly by the St. Paul Association of Public and Business Affairs.

Those in close touch with community affairs knew that the city was subject to wide seasonal fluctuation in employment, resulting in recurring periods of strain on the city's relief agencies, as well as widespread distress among wage-earners. It was generally felt that any program for better employment conditions would be useless without some knowledge of the nature and extent of these wide yearly swings from "busy" to "dull."

Figures of actual employment were obtained from the payrolls of 126 local establishments, including fifty of the largest firms in the city. They represented every major industrial and commercial group. Figures were obtained by occupation in each firm and were tabulated month by month for the years 1925, 1926, 1927 and part of 1928. A similar tabulation was obtained for all city, county and federal employes for the same period. These data were supplemented with figures on applications at twelve employment agencies, and the case load of the United Charities.

IT was at once found that the curve of total employment showed only a very slight upward movement during the years studied. On the other hand, the working population in the groups included had increased 10 or 12 per cent during the same period. Obviously, a static employment situation in the face of a growing working population can only result in employment difficulties, for the individual and for the community.

The curves for both industrial and public employes show marked seasonal fluctuations. As was expected, unemployment in St. Paul is most severe in the winter months (January, February, March), with the largest number employed in the fall. The actual peak of employment is shifted to December through the influence of a few large industries with heavy holiday business, and by the effect of snow removal on the city payroll (Chart I).

In trying to get at the sources of industrial seasonality, it was found that six firms were largely responsible for the fluctuation. When this group of firms was segregated the remaining 120 establishments not only showed greater stability, but the peak of employment was moved back into the late summer or early fall months (Chart II). The annual fluctuation in employment in the larger group for the three years was thus reduced to less than 5 per cent annually; in the small group, it ranged from 34 to 40 per cent.

Further study of these two groups showed certain stable occupations within the firms having wide employment fluctuations, and certain seasonal employments in the large group of more stable firms. It seemed wise, therefore, to approach the problem from the occupational angle. Accordingly, the 209 occupations represented in the survey were separated into three groups, 37 with an early winter peak and summer depression, 54 with a summer peak and a winter depression, and 118 with little or no seasonal variation.

When all the occupations are grouped into the six major divisions of skilled, semi-skilled, unskilled, sales, clerical and other, some interesting tendencies are observed (Chart III). With the exception of sharp December peaks, the curves of employment for the sales, clerical and other workers are comparatively stable throughout the entire period covered by the survey. The December peak in each instance is due to extra help taken on for the holidays. The seasonal fluctuation is thus largely limited to the factory and construction workers, skilled, semi-skilled and unskilled. Of these groups the semi-skilled show the greatest stability of employment (about 10 per cent annual variation) and the unskilled are the most unstable, with annual fluctuations of 20 to 25 per cent. Another fact revealed by this chart is the decline in the number of skilled workers, and the increase in unskilled and semi-skilled workers in St. Paul industries during recent years.

A NUMBER of the industrial employers, commenting on this shift, pointed out that they took advantage of the unemployment situation to introduce changes in production methods calling for semi-skilled machine operatives or general unskilled help. They stated that they avoided by this means many of the difficulties of laying off veteran workers by failing to rehire them after such a temporary depression. Apparently periods of sharp depression hold an additional threat for the skilled worker—not only is he out of a job for the

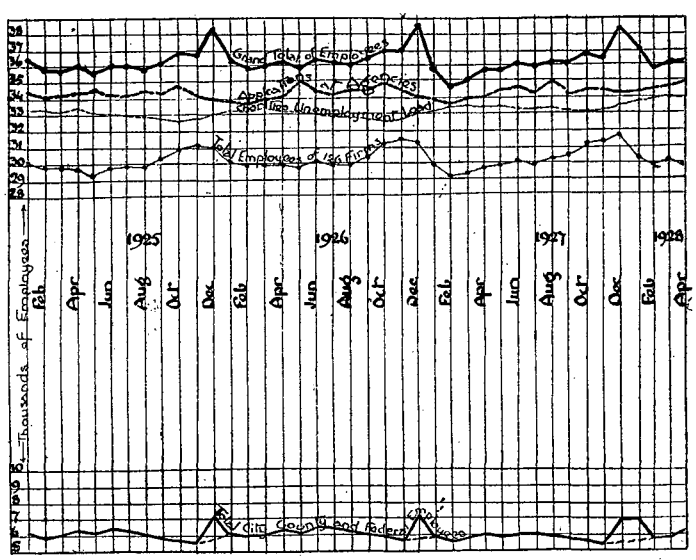

Chart I. The holiday rush determines the employment peak

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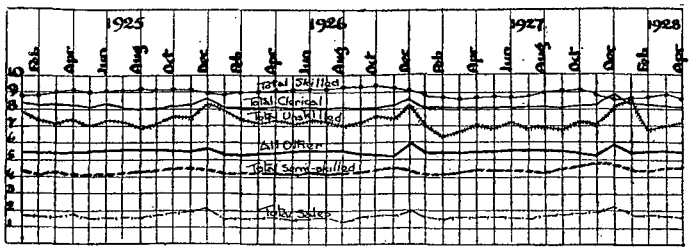

Chart III. The jagged employment of unskilled occupations

time being, but he is likely to be permanently displaced by new methods or new machines.

To suggest some of the uses of this sort of a community survey let us consider the unemployment problem as it faces the St. Paul United Charities. A study of the case records in which unemployment is the sole reason for relief indicated that unemployment cases are concentrated in the skilled and the unskilled groups. A check of the skilled occupations represented in these cases brought out that, almost without exception, they are in the building and construction trades. The records of the United Charities for the past two or three years show that these cases begin to increase in November, reach a peak in February and drop off in March. The records tally with the community trends brought out in the survey (Chart IV). The unskilled unemployment cases which reach the United Charities are scattered over an enormous range of industries and occupations, as would be anticipated by the data indicating high seasonality in practically all unskilled employment.

The chance to check their own unemployment case load against the seasonal employment curves for the occupations represented has made possible an easier and more dependable budgeting procedure for the United Charities in St. Paul.

Further, the survey permits the community to concentrate attention on those workers who are so hard hit by recurring unemployment that they must periodically turn to the relief agencies. St. Paul has been trying to adjust public employment, such as laying sewer and water mains, snow removal and so on, to relieve unemployment. Most of this work is unskilled. To plan it effectively requires more complete information as to employment fluctuations in various groups of unskilled occupations. The survey has made such information readily accessible.

The possibility of materially reducing seasonal unemployment by stabilizing six out of 126 firms, or 16 out of 209 occupations—opportunities first pointed out by this survey—has aroused the interest of a group of industrial leaders in the city. The organization of a committee to work quietly with one or two highly seasonal industries and occupations in such an effort is perhaps the most promising of all the results of the study to date. If this effort is successful the need for extensive relief and for elaborate public works programs will be proportionately lessened. The survey material has also been helpful to those organizations seeking to bring new industries into the city, particularly in directing attention to industries offering steady employment, or to those whose seasonal peaks offset existing peaks in the industries of the community.

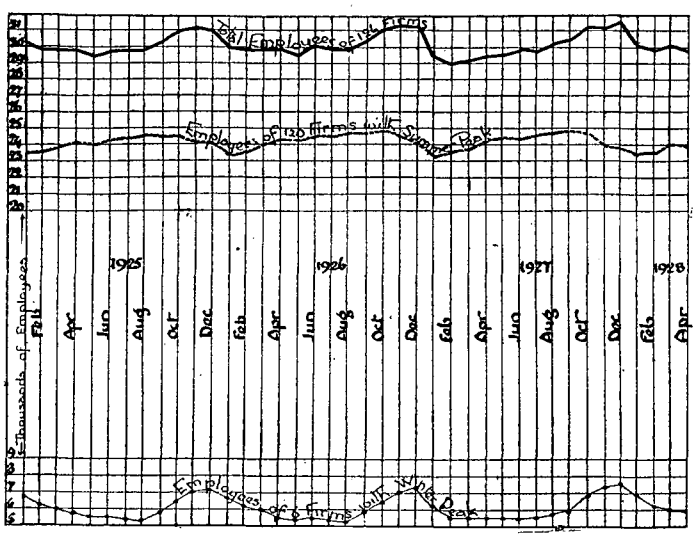

Chart II. Six firms largely control the wide fluctuation

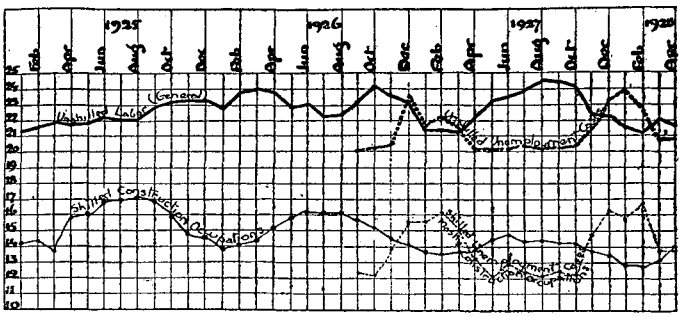

Chart IV. Seasonal unemployment controls the case load

TO keep the material of this study up to date and to afford analysis of long-run trends, a continuing employment index for the city of St. Paul is now maintained by the School of Business Administration of the University of Minnesota. A survey, similar to the one here described, was recently completed for the city of Minneapolis, and its results are now being tabulated. An occupational index will then be maintained for the Twin City metropolitan area, rather than for either city alone.

The survey opened up other possibilities of using and supplementing employment data. Our study of employment agency activities, for example, showed little cooperation among the agencies, slight knowledge of industrial conditions and inadequate facilities for effective placement. A complete community program for stabilizing employment would of course include coordination of the work of the employment agencies. It is also clear that we are here measuring fluctuations in employment, and that we have not touched the problem of the surplus of workers at the peak periods of employment. We do not know how much of an unemployment problem the city would face if seasonal employment were stabilized.

Immediate prospects for concerted action in the direction of employment control in the Twin Cities have brightened with the formation of a Twin City Employment Association. This group, representing social agencies, personnel workers, employment agents and business men of both cities is meeting on the university campus to organize support for the various projects growing out of the study.

The study I have here outlined represents merely the first step in the effort to analyze the employment situation in the city. The uses of the results in planning relief, in stabilizing employment and in indicating lines of continued study have been quite as much a source of surprise as of satisfaction to those interested in the initial project.

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How Can We Live in the Sun?

By FREDERICK L. ACKERMAN

NO one questions the importance of organized research in such fields as medicine, chemistry and physics; it is taken for granted that progress depends very largely upon the adequacy of research facilities provided. The total endowment set up for these and similar purposes amounts to a very large sum. These endowments, and the great foundations which administer them, have been created as an acknowledgment of the importance of research and also in full recognition of the fact that those who are equipped for such work must be amply provided with both means and facilities if this work is to be carried on. Research has become so essential to modern technology that in their budgets the larger industrial enterprises make liberal allowances for it. This is accepted as a matter of course.

But in the equally important work of planning and developing communities, cities and regions, as yet no provision has been made for work of this character. To say that the many city planning commissions and similar groups that have been created during the past quarter century have been engaged in research, is to hopelessly confuse the issue. These bodies are not, strictly speaking, engaged in research. Their function and authority is limited by the acts that created them to surveys of existing conditions and to recommendations looking to amelioration. Their function in respect to community, city or region is similar to that of the physician or surgeon in respect to his patients. Commissions examine, diagnose and prescribe. Those who are engaged in a professional way in the work of planning are restricted to the study of individual problems that, in practically all cases, must be solved in terms of existing maladjustments. In but a few instances, individuals more inquisitive than the average have carried on, along with their daily practice, true research within limited fields of planning. But due to lack of time, funds and other facilities, the result of these isolated and fragmentary attempts is relatively meager.

IT is utterly impossible to outline briefly the pressing problems that await the conclusions of research in this field. Only the nature and scope of the central problem may be here suggested. In the expansion of existing communities and in the planning of new ones, ancient arrangements and patterns, evolved without forethought (except with respect to the sale of lots 20 by 100 feet), are still used without substantial modification. These patterns no longer serve the social needs of the twentieth century. Not only do they handicap the utilization of scientific knowledge and mechanical devices by reason of the conflicts arising out of attempts to force old forms to serve new functions, but the methods of dealing with growth and expansion develop the necessity of organizing discomfort and of constantly extending the elastic limit of our capacity to tolerate and to pay.

True research in the broad, comprehensive fields of planning would not be preoccupied with surveys the aim of which would be to disclose the obvious state of maladjustment which must of necessity engage the time of commissions and practical planners working on definite planning operations and who have to make a living from the work. Nor would it concern itself with the conclusions of the spokesmen for more artificial light and ventilation, with the comparative blood count of those who live in sunlight and those who live in gloom.

The point of departure for research and the development of programs and plans for the fullest utilization of science and technology is already firmly established in a simple fact. Our ancestors made good—we became a competent race through the survival of those best endowed to live under neolithic conditions. The stabilization of our instinctive traits of character resulted from a selective process operating through untold centuries when man lived in the open. And another simple fact would serve to guide us. Man is happiest and most contented when he lives and does his work in the friendly rays of the sun.

THE great adventure of research into this boundless field of possibility would be far more thrilling than the allotment to man of tiny, meager, unlit spaces in which he may live and do his work amid the litter and confusion of misapplied inventions. And it would be more significant and stimulating than the attempt to cheer him through the dramatizations of still greater magnitudes and still more intricate mechanical complications. This adventure or quest reduced to simple terms is that of discovering a comprehensive plan or pattern that would admit of the utilization of land and our modern material ways and means—the railroad, the motor truck, the automobile and the airplane, the steel frame and the elevator, in ways that would not hamper and contaminate instinctive aims and so thwart evolutionary growth. These modern economic factors as well as others, such as the telegraph, telephone, radio, television and, most important of all, the long distance transmission of unlimited volumes of power, might be so used as to greatly enrich life rather than confuse, degrade and enslave it.

Naturally, we could not make direct use of the findings of research under guidance of such a point of view in the case of urban centers like New York and Chicago. But the findings would have a very direct and intimate bearing upon the lives of an additional hundred million or so that may occupy these United States at some future date. And there is no valid reason why, if we had them, rational programs and plans for communities and regions could not be made vivid and dramatized as we now dramatize the confused mechanistic conceptions of super-cities through full-page displays in Sunday papers. Programs and plans conceived in response to the vague, shadowy promptings of instinct that are stirred to a sense of rebellion by our aimless drift into congestion, mechanistic confusion and chaos might serve to revive hope and stimulate action. With a sufficiently vivid aim, we may yet bring about a reconciliation between our modern ways and means and the instinctive traits of character with which we as a race are endowed.

As Dean Keppel recently said in his annual report to the Carnegie Foundation, housing in its broadest aspects is a subject that might well receive the attention of one of the large foundations—already existing or yet to come into being. This is a challenge.

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Settlement For Sale

By MARJORIE McFARLAND

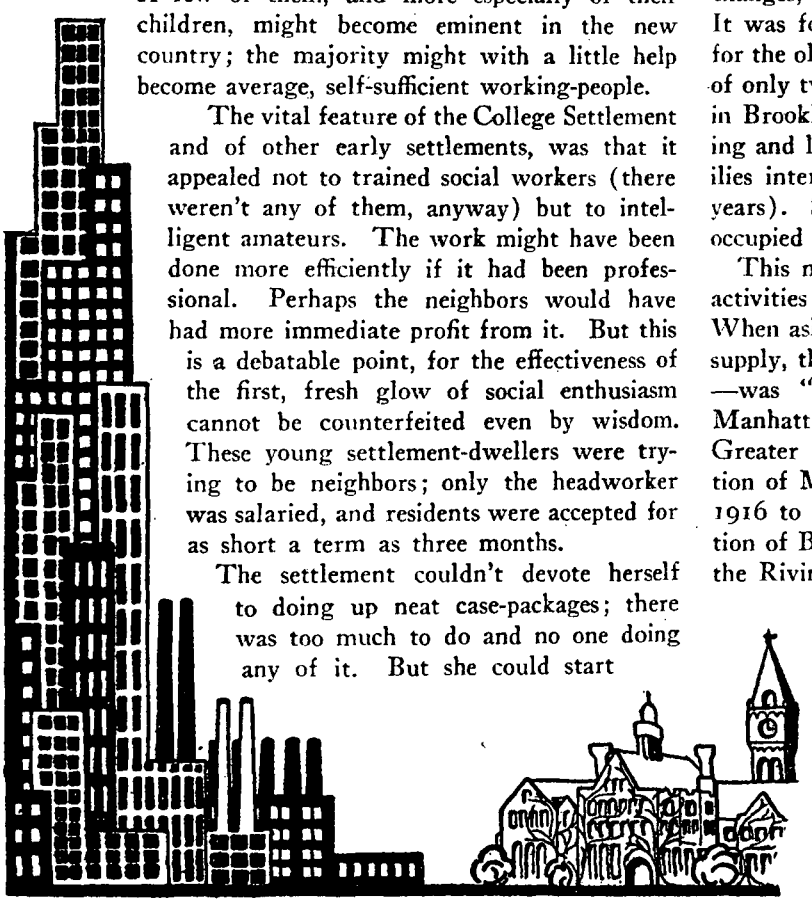
FORTY years ago, in September 1889 to be exact, three young graduates of eastern women's colleges (they are now Mrs. Charles B. Spahr, Professor Vida D. Scudder and Mrs. Lucius H. Thayer) opened a settlement house at 95 Rivington Street on New York's lower East Side. Because the college symbolized the new stirrings among women, they called it College Settlement. That same week another young girl from a Middlewestern college started Hull House in Chicago. The connection was accidental, both drawing their flame from the famous Toynbee Hall of London. But in another sense it was not accidental, for the impulse which had begun in the education of "females" and took suffrage in its stride, found in the settlement an expression for the old feminine abilities as well as the new feministic ideas of independence and social responsibility.

The girls who went to live in Rivington Street embarked on an amazing adventure. No one had heard of settlements. Parents were alarmed and anxious. Even the police were suspicious. And their task was an entirely new one. Canon Barnett had been concerned with "the poor." But in the 80's and 90's New York, and other large cities in the United States, were groaning in an effort to digest a mass of bewildered Europeans thrown into an environment neither Continental nor American. These were not the "poor," but normal people with the temporary disability of foreignness. A few of them, and more especially of their children, might become eminent in the new country; the majority might with a little help become average, self-sufficient working-people.

The vital feature of the College Settlement and of other early settlements, was that it appealed not to trained social workers (there weren't any of them, anyway) but to intelligent amateurs. The work might have been done more efficiently if it had been professional. Perhaps the neighbors would have had more immediate profit from it. But this is a debatable point, for the effectiveness of the first, fresh glow of social enthusiasm cannot be counterfeited even by wisdom. These young settlement-dwellers were trying to be neighbors; only the headworker was salaried, and residents were accepted for as short a term as three months.

The settlement couldn't devote herself to doing up neat case-packages; there was too much to do and no one doing any of it. But she could start things: try experiments, prod government officials, demonstrate needs. Her children were born in rapid succession, and then like an intelligent mother she resolutely sent them out into the world, just when they might be a comfort to her middle-age. The first public playground in the city was the back yard of 95 Rivington Street fitted up with swings, which the children called a "scupping school." Ten-cent baths in the basement of the settlement showed the need for the municipal baths which now dot New York. "Library day" brought crowds, and a Rivington branch of the Public Library was opened. Music classes grew into the Music School Settlement. A dark, handsome girl named Lillian D. Wald spent a summer living at College Settlement and poking into the germy corners of the East Side, an activity which turned into the Visiting Nurse Association and Henry Street Settlement.

As important, perhaps, is the influence on those college women who lived at College Settlement for a few months and then carried back to a more conventional sphere the germ of social idealism and a realization of the whole social picture.



Drawing by a Bryn Mawr Summer School alumna, courtesy Art Workshop

BUT with the new immigration laws, changes appeared abruptly. Children came in smaller numbers and grown-ups were losing their interest in settlement activities. Health work had been taken over by numerous other agencies. So the settlement employed a worker to study these changes, their causes, and their relation to its own future. It was found that the district was definitely losing its need for the old-type settlement. Families stayed there an average of only two years and then moved to higher living standards in Brooklyn and the Bronx. So the population was declining and losing its helpless foreignness (only two of the families interviewed had come to America within the last five years). Single men or old couples lived in quarters formerly occupied by whole families.

This new population was sophisticated beyond settlement activities; movies, trips to Coney Island were its recreation. When asked what they needed that College Settlement could supply, the only suggestion—from two neighborhood women—was "reducing" classes! That this change covers all Manhattan is indicated by the Jewish Communal Survey of Greater New York, recently published. Almost every section of Manhattan has decreased in Jewish population from 1916 to 1925; Queens, the Bronx and all but a small section of Brooklyn have gained (62 per cent of the families in the Rivington neighborhood and 87 per cent of those using the settlement, in the year the survey was made, were Jewish).

So the College Settlement faced its superannuation and said to itself: "Our neighbors are moving away. We might follow them to Brooklyn or the Bronx, but they don't need us in the old way, now. We might remain and sink into the desuetude of 'reducing' classes. But we are not committed to serve any particular group; our function is as an outlet for the neighborliness of college women who realize (*Continued on page* 733)

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Don't Divide the Baby

By FLORENCE KELLEY

SINCE Miss Wald's warning in The Survey of January 15, Shall We Dismember the Child? the need of immediate nation-wide action has become even greater, for a bill has been introduced in the House of Representatives to disintegrate the Children's Bureau by transfering all health work hitherto administered by it to the United States Public Health Service, leaving to the bureau only an undefined area in the universal field of social welfare.

As to the transfer the wording is clear, as to what remains all is fog. The introductory words of the bill state unmistakably its primary intent:

> That in order to promote cooperation on the part of the duly constituted federal health and welfare agencies with the several states and territories of the United States in the prevention of disease, the development of local health service *and* the promotion of the welfare of mothers and children. . . .

For eighteen years the children of this republic have had their own bureau. It was expanded in 1923 when $1,240,000 was appropriated for annual use to reduce infant mortality, and to save the lives of women in connection with childbirth. If this bill should pass, children and their mothers would no longer occupy the center of this stage. Instead, first would come "the prevention of disease, the development of local health service"; and children would appear a minor incident in a general coordination of general health and general welfare. As the bill reads it is more like a head-on collision than a coordination. Out of the wreck of the baby and his bureau emerges a vast scheme for coordinate agencies headed by a federal board of which the surgeon-general of the United States Public Health Service is to be chairman.

THIS bill was introduced by an administration Republican, Mr. Cooper of Ohio, on February 14, a strange valentine for mothers and babies. The supply of copies available for the public was immediately exhausted, and none are now obtainable from the public printer. The National Consumers' League, therefore, has reprinted a small edition from which copies may be had on application at its headquarters, 156 Fifth Avenue, New York City. The difficulty of public understanding of the situation is enhanced by the circumstance that the sponsor of the new bill is the Mr. Cooper, who previously had been a consistent advocate of the bureau; only last April, with Senator Jones of Washington, he sponsored the Jones-Cooper bill (S. 255) to restore to the Children's Bureau the sum long known as the Sheppard-Towner fund, for the health and welfare of maternity and infancy. For social workers, the introduction of this present Cooper bill (H. R. 9888) is a call to re-double their efforts in behalf of children and mothers by scotching this proposal in the House, and passing the original Jones-Cooper Senate bill as it stands today, in the sub-committee of the Committee on Commerce in the Senate. The chairman of the subcommittee is Senator Porter H. Dale, to whom communications in favor of the Jones-Cooper bill should be addressed.

Little Neighbor Haiti

The President Sends a Commission of Inquiry

By EMILY GREENE BALCH

WHAT struck me most forcibly when I was in Haiti in 1926, was the complete hiatus between the sense of what is important in the eyes of members of the American Occupation and what is important in the eyes of the Haitians themselves. To the former, the Occupation appeared an unmixed source of blessings to the little country because under it roads and bridges had been built—with Haitian tax money of course—and hospitals and rural clinics organized under naval doctors. (In the field of education the record is more dubious.)

To the Haitians of the articulate class, the Occupation seemed an unmixed curse because it had broken down self-government and left a whole generation to grow up without any experience of political responsibility and above all because it had created a situation between the races influenced by the attitudes that have developed in the former slave states of the United States. Worst of all it has tended to produce a hampering racial self-consciousness, if not the "inferiority complex" so well known in any disadvantaged group, from which Haiti had hitherto been free. To the Americans with whom we talked, these things seemed of no account whatever. To the Haitians, roads and hospitals and relief from too-frequent revolutions were no solace in face of them. In the old feudal days in England did the blankets given by a disdainful lady of the manor make up for manhood crushed by patronage and the over-riding will of a master class? Do hospitals make up to the educated class of Haitians for their angry sense of frustration and unprovoked injury, their hurt pride and their self-respect laid in the dust?

IT is harder to judge of the reactions of the inarticulate class whose Creole patois is not intelligible even to French people. It may be safe to assume that their judgments are more materialistic than those of the Haitian upper class; but we certainly did not get the impression that the white invaders were welcome among this people whose most vivid tradition is that of escape from a specially cruel slavery under white masters and who, as one hears, are obsessed with fear of a return of those times.

The situation which has developed in Haiti under the Occupation is highly explosive. The governmental power is so divided between, on the one (*Continued on page* 731)

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"Old—but he earns his living at the Goodwill Industries"

Drawing by W. C. Kennedy from one of a series of telling posters showing the aged and handicapped men and women who find work and wages in the shops of the Goodwill Industries of Southern California, reclaiming cast-off objects to be sold without profit in the Goodwill stores. "Not charity but a chance."

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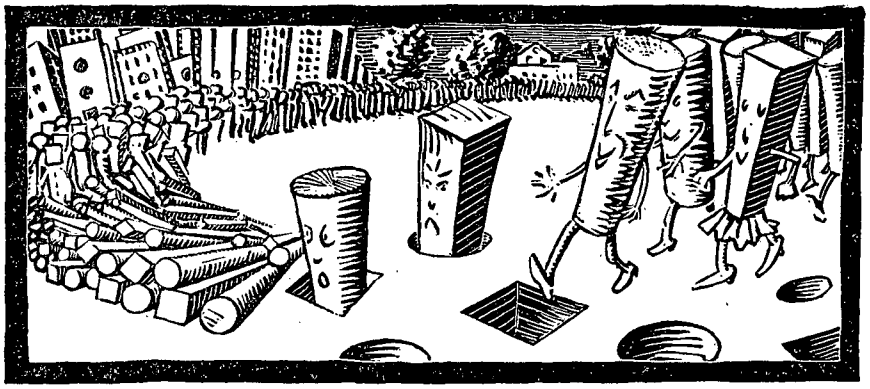

SOCIAL PRACTICE

To Register or Not

WHETHER or not qualified social workers are to be registered in California, and if so, how, for what and by whom, is again up for discussion. A year ago (see The Survey, April 15, 1929, pp. 101-104) a bill providing voluntary registration by the State Department of Public Welfare and enabling the accepted registrant to affix R. S. W. to his or her name, was sponsored by the state League of Women Voters and the California Conference of Social Work. It failed, after passing the assembly; the two chief objections were that social workers had not yet had sufficient time to study the question and that registration by a state department might at some time in the future expose the profession to political pressure. The 1929 State Conference of Social Work authorized the incoming president, Justin Miller, to appoint a committee to study the whole question thoroughly and report back, with recommendations, in 1930. That state committee is now hard at work with Runo E. Arne of San Francisco as chairman, while sub-committees in a dozen cities are threshing out problems of registration locally. There is a feeling that social workers in California generally approve the principle of voluntary registration as a means of promoting professional standards, appropriate working conditions, salaries and the like, in somewhat the way that the registration of nurses has done. The moot point is who shall have the registering power and under what conditions. One group has suggested that this should be undertaken by the California Conference of Social Work itself, and Dora Shaw Heffner, of the Legal Aid Clinic of the University of Southern California, has been appointed a committee of one to study the legal implications involved in a reorganization of the conference to permit such a step.

Jobs for the Handicapped

IN its first two years, according to a report just issued, the Employment Center for the Handicapped in New York City registered just short of 6,700 persons, of whom the great majority (5,458) were men. The center was organized in 1927 under the auspices of a group of social and health agencies especially concerned with this field, and is governed by a board of trustees representing these agencies, a representative of the New York State Bureau of Rehabilitation, and the director of the Welfare Council. Persons with obvious handicaps—that is, with orthopedic disabilities including rheumatism and arthritis, with impaired eyesight, and deaf-mutes—accounted for half the total number, while the other half included men and women suffering from cardiac disability, arrested tuberculosis, mental and neurological conditions, and convalescent, post-operative, and chronic conditions, such as asthma, bronchitis, diabetes. About a fifth of the applicants were boys and girls under 21 years of age, many of them victims of the infantile paralysis epidemic in 1916. The great majority of these young people have not had vocational training, and they constitute one of the most difficult problems of the center. All applicants under 21 are now referred to the psychologist (who also, of course, sees persons suffering from mental and neurological disorders) since only by adequate training and placement when young can they be prevented from graduating into the ranks of the unskilled and often unemployable. A recent medical diagnosis from a hospital or physician is required before any applicant is registered, except in special obvious handicaps, like deaf-mutes or persons with amputations. The special difficulties which confront the handicapped in finding work were shown by a study of 276 crippled men and boys who were on the active roster on December 15, 1929. About half of these had had no work for six months before coming to the center, while nearly a third had been out of work for more than a year, some for five, six, and eight years. During the two years, 3,172 positions were found for men and 800 for women.

Casework for Ministers?

THERE is need in the churches for a technique of "personal case work" analogous to that of the social worker, declares F. Ernest Johnson in his handbook, The Social Work of the Churches, just published by the Federal Council of Churches, 105 East 22 Street, New York City (price $1.00 paper, $1.25 cloth). This, Mr. Johnson believes, "would transcend the familiar methods of personal work in religion in that it would relate itself directly to the social environment of the individual and would aim to discover valid courses of action in the presence of problems that are obviously ethical but with which religious teaching has in the past little concerned itself": for example, problems of domestic relations and divorce, or of employer and employe. In some cities conferences have been held between ministers and social workers "which give promise of something in the nature of a new type of personal case work which may be taught in the theological seminaries as a part of the minister's equipment." In this handbook, which will prove of special interest to social workers generally as well as to ministers and other church workers, Mr. Johnson discusses present social trends affecting religion, church adaptations to changing social conditions in city and country, and summarizes denominational social work, federated church and other religious agencies and social pronouncements by religious bodies. An extensive bibliography and an annotated list of general social agencies to which churches may turn as social resources are appended.

Learning and Earning

TO encourage workers to add to their training in psychiatry and mental hygiene the board of the Cleveland Associated Charities has adopted a plan to give special leave with pay for those who wish to take a short course in these subjects. The plan also provides for an increase in salary up to 10 per cent in excess of the amount to which the worker otherwise would have been entitled for those who undertake a nine months' course at their own expense. Behind these provisions lies a realization of the importance for case work of the understanding and techniques provided in the newer developments of psychiatry. The Welfare Federation and officers of the Child Guidance Clinic have decided not to develop a large

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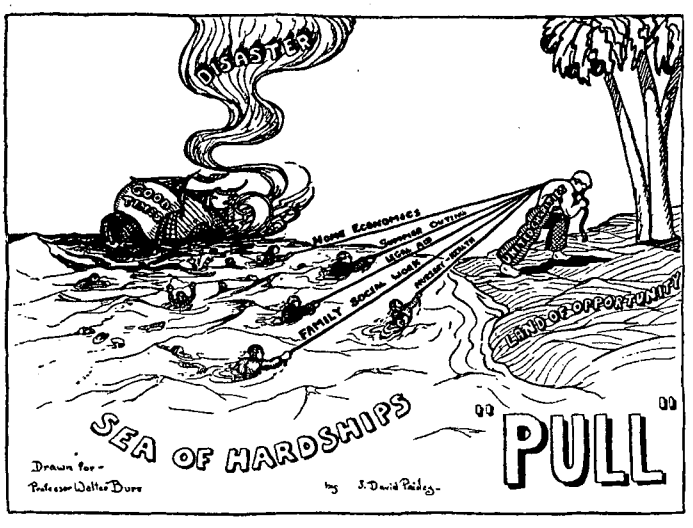
staff of psychiatric social workers under a new agency, but gradually to equip the existing case-working agencies to handle the general run of psychiatric social work, using the central clinic as an institution for reference and consultation on the more difficult problems, for teaching and research. In accordance with this policy the budget of the Associated Charities provides for the part-time services of a psychiatrist and the full-time work of two psychiatric social workers, and with the extension of the program more psychiatric social workers will be added.

Is Youthful Crime Increasing?

EVIDENCE seems to answer no, says the federal Children's Bureau in a report, Juvenile-Court Statistics 1927, just issued as Bureau Publication No. 195 (Government Printing Office, price 10 cents). Though the statistics compiled in this report, covering 42 courts and some 25,000 children, are the first to be prepared according to the uniform plan established by the bureau, there are data from earlier years which are of little value in comparing city with city, but give a picture of the trend in several separate communities. Boston, Buffalo, Chicago, Minneapolis, New Orleans, New York, Providence, St. Louis and Washington, show a rather consistent decline in recent years in the number of children per 1,000 children of juvenile court age who have been haled to court. In New York the decline was marked from 11.1 in 1915 to 6.3 in 1926. In Philadelphia and Richmond the rates remained about the same; in Detroit and Seattle they increased. "This fragmentary evidence concerning trends," the report declares, "indicates that assertions regarding increase of delinquency have little or no basis in fact, though much unnecessary delinquency exists, and a scientific approach to the problem becomes increasingly important." In 1910, according to census data, the total number of juvenile delinquents between the ages of 10 and 18 committed to institutions of all types was 171.7 per 100,000 of population of that age. In 1923 the corresponding rate was 161, a considerable decline.

Throw Out the Life Line

THE United Charities of Chicago is the heroic life-guard in the rescue scene depicting the disaster of the ship Good Times, but the circumstances suggested by the cartoonist, David Paisley, a student in the curriculum of public welfare at the University of Missouri, unhappily are not confined to the windy city. To severe unemployment coupled with the onset of cold weather is attributed the increase both in amounts of relief and numbers of families aided by the public and private agencies which have reported their December figures



Pertinent Pamphlets

RURAL LIFE FROM THE ASPECT OF THE SOCIAL WORKER. *Russell Sage Foundation Library, 130 East 22 St., New York City. Price 10 cents.*
A bibliography of books, pamphlets, magazine articles and conference publications on general phases of rural life.

PENAL ADMINISTRATION AS RELATED TO JOB ANALYSIS, PERSONNEL, AND CIVIL SERVICE. *National Crime Commission, 120 Broadway, New York City.*
A report by the sub-committee on pardons, parole, probation, penal laws and institutional correction, analyzing present ideas and practices in the belief that "an advance in penal administration can be brought about only through the full acceptance of the present-day business principle of really knowing what each job is and of finding and developing the proper man to do it."

THE MEASUREMENT OF HOME CONDITIONS, *by Mary Josephine McCormick.*
STUDIES IN CHILD WELFARE FROM THE NATIONAL CATHOLIC SCHOOL OF SOCIAL SERVICE. *Nos. 1 and 2 of Vol. I, Social Science Monographs, published by the National Catholic School, 2400 Nineteenth St., Washington, D. C. Price $4 the volume of approximately 400 pages. Prices of separate monographs on request.*
Initial publications in a series devoted to original investigations and reviews of topics in sociology and allied fields. The first is a review, with bibliography, of existing techniques for measuring home conditions; the second comprises a group of studies by various investigators, on the physical and educational care of a group of crippled children, effective radius of recreation centers in the District of Columbia, vocation adjustments of fifty men graduating from grammar school in 1918, spoken phantasy in pre-school children, ecological factors in juvenile delinquency, and the nursery school and behavior.

THE SMALL LOAN SITUATION IN NEW JERSEY IN 1929, *by Willford I. King. Price 25 cents of the American Association of Personal Finance Companies, 712 Tower Bldg., Washington, D. C.*
During a year one family in five in New Jersey borrows from the small loan companies of the state. This study of who borrows, why and how, by the professor of economics at New York University, contains interesting data on the social and economic welfare of families.

to the Russell Sage Foundation. Complete figures for all agencies giving large amounts of relief showed increases for December as compared with November in widely scattered cities as follows: Detroit, 60.8 per cent; St. Louis, 55.3 per cent; Akron, 61.7 per cent; Nashville, 83 per cent. With data from some of the agencies still lacking, increases of 40 per cent or more for the month are reported from Minneapolis, Toledo, Indianapolis, Syracuse and Wilmington. In the 32 cities for which records are substantially complete, the expenditures of the public departments accounted for 82 per cent of all outdoor relief.

What this burden means to the individual agency becomes apparent as scattering reports become available. The New York Charity Organization Society, which is raising a special fund of $60,000 for unemployment relief, had in January 772 families with an unemployed member, in contrast to 453 in January a year ago. The St. Louis Provident Association reports that up to the evening of January 30 gross intake for that month registered 1,887, or 67 per cent more than the corresponding month of 1929. To organize the onrush, a special intake department was created. In December, 51 per cent of all relief cases and 45 per cent of all relief expenditures of the association were for unemployment relief.

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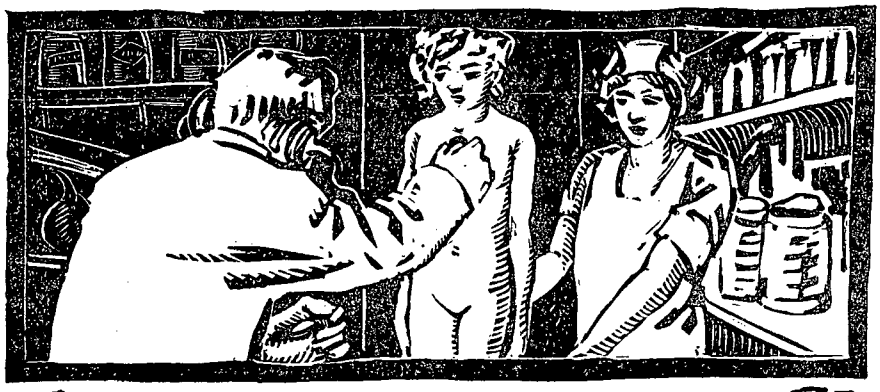

HEALTH

One Moral of Psittacosis

TWO laboratory workers, Dr. William Royal Stokes, director of the bureau of bacteriology in the Baltimore Health Department, and Harry B. Anderson of the U. S. Public Health Service at Washington, have died of psittacosis contracted in their efforts to learn more of this disease of parrots communicable to men. Others have narrowly escaped death or are consciously running the danger of it. A score or two of scattered cases of this rare malady illumine again that unremitting warfare of science against disease, and the courage with which, at need, men risk their lives for others, like Noguchi, dying in a lonely hut on the African Gold Coast of the yellow fever from which he had helped deliver the western hemisphere, or Joseph Goldberger trying on himself the tests for pellagra to which he would not subject others.

The constancy and courage of these men has a sad contrast, however, which Dr. George W. Goler, health officer of Rochester, New York, points out in the bureau's monthly bulletin. "What," asks Dr. Goler, "do you do to protect life?" In brief:

You neglect to protect your children against preventable diseases such as diphtheria, typhoid and smallpox. You wait to remove large tonsils and adenoids until they become infected and fail early to have teeth repaired. Without effective protest you permit your children to live in furnace-heated houses without sufficient moisture and spend long hours in closed schools. You see the smoke come from chimneys. You have been told that your children's lungs may be galvanized by it and you fail to take effective measures by protective legislation against such a health and life destroying menace. You feed your children on unscientific diets. . . . And then in your anxiety you worry about psittacosis! Man is the most sickly animal that lives. His carelessness of the simple rules of living makes him so. Psittacosis is a serious though rare disease. Don't worry about psittacosis unless you have a parrot. Ask your doctor and you may say Pst to disease and to psittacosis.

Schooling in a Hospital

TO soften as much as possible the break in a child's life occasioned by a long hospital stay, a "school" was organized in 1922 in the University Hospital at Ann Arbor, Michigan. That first year some 300 children received instruction which for some was their first chance at schooling, for others made it possible to keep up with the grades in their home schools, whether those were in the remote country of the Upper Peninsula or the populous city of Detroit. One boy of eleven who never had been well enough to go to school learned to read in September, and before the end of the year was up to the regular grade for his age, having completed the second and third grades in six months. Last year 2,000 children from five years up to patients in their teens and twenties, were listed as pupils, and about 460 recitations are heard each day. Of necessity each pupil's schooling is planned individually to meet his background, needs and abilities. When a child enters the hospital he is examined carefully by expert physicians to determine his physical condition; if necessary he is seen by the psychiatrist for questionable mental or behavior complications. The psychologist is available for psychometric examinations, which have shown that though many of these young patients are retarded four, five or six years in school work, retardation has been due most often to their inability to go to school. The group as a whole rates in intelligence as children do outside hospital walls. The case worker is at hand to get and give information about the child's family and home setting. Regular academic work, craft or occupational work, and even vocational studies, such as stenography, are provided as the need appears. Of necessity children who must make a long stay in the hospital have preference when lessons cannot be managed for all. This hospital school not only makes it easier for the child to get back into normal ways when he returns home, but helps prevent the boredom, bitterness and demoralization which often complicate long periods of hospital life away from family, friends and play.

Preventive Private Practice

TO assist private physicians who wish to put more emphasis in their own practice on preventive work—health examinations and supervision, immunizations and the like—the Bellevue-Yorkville Health Demonstration in New York City has arranged to offer the services of a qualified public health nurse for a half-day a week to each of a selected group of doctors who request the service. During an experimental period there will be no charge to the doctors; eventually, if they wish to continue it, they will be expected to meet its cost. The plan was suggested by Dr. Shirley W. Wynne, New York's health commissioner, as a means of furthering cooperation by private practitioners in preventive work for public health. Dr. Wynne also requested the demonstration to arrange for medical laboratory service for private physicians without charge for free patients or at a moderate charge for those who can pay. This probably will be done in conjunction with a district hospital which has a well-equipped laboratory.

In Worcester, Massachusetts, the Visiting Nurse Association is trying an interesting piece of cooperation in the work of a nurse who has been transformed into a visiting housekeeper and goes into homes where budgeting and housekeeping problems are reported by regular members of the staff. Many of these people are receiving city aid, and by working with the Board of Public Welfare she has been able to do much to save tax-money and at the same time ensure better food for the beneficiaries. Another nurse, supported by the Junior League, is specializing in cancer work in the city and county.

Mitigating Measles

REMINDING New Yorkers that 1930 is a measles year in which many thousands of cases may be expected, the New York City Department of Health advocates a method extensively tested by Dr. W. F. Park to modify the disease and prevent its serious complications. Since 1916 serum made from the blood of persons convalescing from measles has been used to give a temporary immunity to the disease. More recently a German investigator discovered that by injecting the whole blood of persons who had had the disease, even if many years

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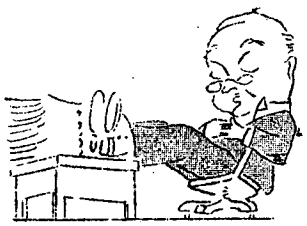
before, one could greatly lessen the severity of the attack in persons recently exposed, and that the resulting mild measles would make them immune for life. As people are universally susceptible to measles it is better to let normally healthy children have it mildly when they are exposed than to prevent it entirely and let them grow up non-immune. Among non-immune populations measles is a malignant disease. When it first struck the Sandwich Islands in 1775 it killed 40,000 out of a population of 140,000 within four months. Dr. Park recommends, therefore, that when a child is known to have been exposed to measles an appropriate amount of blood be injected, taken from an adult, preferably a parent, who has had the disease. Details of the safe and simple medical technique are given in the department's weekly bulletin, Vol. XIX, No. 4.

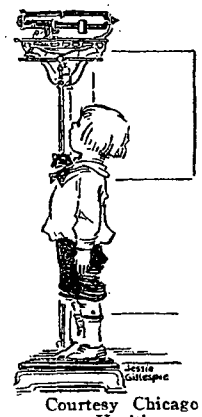
Mimeograph in Middletown

MIDDLETOWN, New York, is that energetic city of 25,000 and more which can boast that not a single case of diphtheria has originated in its midst since August 5, 1929. Besides keeping busy with the toxin-antitoxin, its Board of Health, under the direction of Dr. H. J. Shelley, runs a well-rounded program of municipal public health and reports it regularly in a bulletin so adequately mimeographed that it is actually a pleasure to read. The accompanying sketches are taken from the annual report for 1929 (still mimeographed!) and cheerfully illustrated. Below the slumbering gentleman the editor remarked thoughtfully, "We hope you aren't all fagged out after reading this report." And strangely enought we weren't. Middletown's health reports are spreading her fame, for aside from its local circulation the bulletin goes to about sixty departments of health, both state and local, some of them in Sweden, France, Russia, Africa, and Canada. Home talent—viz., Mildred Dillistin of the department's staff—is responsible for the arrangement and mimeographing.



Brain and Brawn Again

EVIDENCE continues to come in that bright children are not necessarily puny nor puny children bright: in fact the studies so far made tend to show that the most able young scholars are larger, stronger and healthier than the ordinary ones of like age. To test the relation between health and scholastic attainment in college students, Dr. H. S. Diehl, director of the students' health service at the University of Minnesota, recently compared the results of physical examinations of students who were on probation because of their poor scholarship, with those found among a group who were making satisfactory progress. Physical defects which were almost certainly or probably significant among the failing students were overweight and underweight, defective hearing of extreme grade, flabby musculature, anemia, asthenia, adiposity and faulty posture. The poor students likewise declared that they were subject to worries, moods, self-consciousness, seclusiveness and inferiority more frequently than did the control group, but whether this emotional make-up was the cause or result of the failure in their studies could not be determined without further investigation. While there was no significant difference between the two groups in answers to the question, "Are your funds sufficient to support you comfortably?" a significantly larger peprcentage of the failing students were entirely self-supporting, while a larger number of the good students were only partially self-supporting. "These findings suggest," Dr. Diehl declares, "that partial self-support is a stimulus to the student to take advantage of the opportunities which are placed before him, while complete self-support is too great a burden for the average student to carry and still do satisfactory work." The study is reported in detail in U. S. Public Health Reports, Vol. 44, No. 50 (Superintendent of Documents, Washington, D. C., price 5 cents).



Courtesy Chicago Health

In a recent study, Physical Defects of School Children (School Health Studies No. 15), Dr. James Frederick Rogers, chief of the division of physical education and school hygiene in the federal Department of Education, declares that 75 per cent of all the defects found in children during school life are present in the first grade; and that many of these can be removed or compensated before the child enters school. Now is the time to begin planning spring and summer round-ups of next year's first-graders.

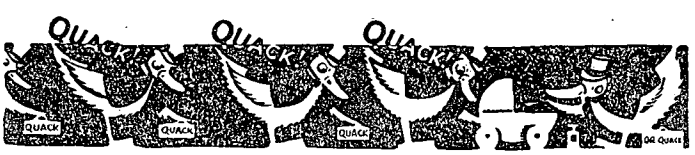
County Societies Cooperate

TWO new experiments of county medical societies in public health are reported in The Journal of the American Medical Association (Vol. 94, No. 4, pp. 271-2). The Scott County (Iowa) Medical Society has undertaken a one year's contract with the board of supervisors to treat the sick poor of Davenport. The county will pay the society $12,600, and the society will furnish services, exclusive of dental and hospital benefits, for those who cannot pay. A rotating staff of physicians will have charge of a clinic for the ambulatory sick at the headquarters of the Visiting Nurse Association, and under the new system, the city and county physician will work under the direction of the medical society and be paid out of its funds.

In Eugene, Oregon, the Lane County Medical Society and the Southern Willamette District Dental Society have opened jointly an educational health center for the public and centralized business office for the two professions. The plan includes graduate education for physicians and dentists, and education of the public, with a free public health information bureau and reading room. The center will assist schools, clubs and churches in planning health instruction. The business service for the two professions includes a credit bureau and nurses' registry.

"Quack!" Said the Commissioner

SUITABLY enough, Dr. Shirley W. Wynne, New York's health commissioner, has taken to the air in pursuit of quacks who are said to have been using the smaller radio stations to broadcast wares to which no reputable publication would give advertising space—electric belts, obesity cures, elixirs of life, and the like. Radio can gain access to homes, Dr. Wynne declares, which would be inaccessible to the kind of publications willing to advertise fakery. The Federal Radio Commission cannot act in the matter, and except as it is possible to have recourse to legal proceedings against specific fraudulent concerns, remedy must come by public education again at a higher level. The New York City Department of Health will furnish on request copies of radio talks in the series, Facts About Quacks, given by Dr. Wynne and others.



Courtesy Hygeia

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COMMUNITIES

New York Planners

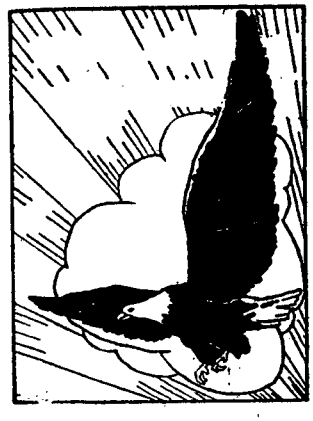
THE recent news that Thomas Adams, general director of plans and surveys for the Committee on Regional Planning of New York and Its Environs, is retiring from his service in that capacity, came rather as a surprise to the uninitiated. But as usual with important events, a further analysis of the situation brought light. Mr. Adams is retiring because he has completed his job. The last volume of the Regional Plan is ready, and only a small staff which will be retained is necessary to keep the plan up-to-date. To dilate here further on Mr. Adams's place in the scheme of things as regards planning matters would so to speak be like bringing coals to Newcastle, for Mr. Adams' international influence in this field is well known the country over. Besides, he himself has often "spoken" in these pages. Mr. Adams remains as consultant to the smaller committee, as well as to the Regional Plan Association recently organized (see the Survey, December 15 1929). George Burdett Ford, widely known city planner and an old friend of Survey readers, who has been identified with the Regional Plan of New York and Its Environs since its inception, has been chosen as the general director of the new organization. Under Mr. Ford's guidance, it is to be expected that this young organization will be a dynamic force in the region, an instrument through which the elaborate findings and recommendations of the present organization will be translated into action.

Bad Homes—Bad Citizens

IF there are approximately one and three-quarters cases of diphtheria, if there are something over three-quarters of a case of pneumonia, two-thirds (66.96 per cent) cases of tuberculosis, one (1.031) major crime, and one and one-fourth (1.293) cases of delinquency per one thousand population in an urban district where families live in homes in which there are almost twice as many rooms (including, of course, the kitchen, living-room and dining-room) as there are members of the household, what are the increased possibilities—if any—for crime and disease where there is less than one room per person? Ask the Michigan Housing Association for the answer to this conundrum of country-wide importance. In cooperation with the Department of Health of the city of Detroit, this organization has made the first city-wide housing-congestion survey in the United States, covering a population of 1,307,050 and subsequently correlating the statistics obtained with already existing data relative to delinquency, crime, infant mortality, death-rate and disease. Vide Bulletin Nos. 7 and 8 (a combined issue) of City Health, the organ of the Detroit Department of Health, in which the Michigan Housing Association has succinctly, through figures, graphs, charts and text, summarized its conclusions. These conclusions indicate a very definite and alarming relation between housing congestion, health conditions and crime. As perhaps was to be anticipated, though certain diseases, such as measles, scarlet fever and whooping cough, are not markedly less in homes where space, light and air are at a premium, tuberculosis and pneumonia mount by leaps and bounds with reduction of room space, and other favorable physical conditions of the home. Likewise delinquency and major crime. Generally speaking, increasing overcrowding is reflected in health and crime conditions up to the point where there are .9297 persons per room, while strange to say in the final group studied in which there is somewhat above one person per room, statistically speaking conditions seem to improve. According to Dr. Edith Elmer Wood, this fact calls for no special explanation as in her opinion "if the lines were extended farther in congestion you would undoubtedly have other and higher peaks. The lines so far are a series of ascending and descending peaks and valleys. You happened to stop in a valley." Mrs. Wood's interpretation would indicate that there are other factors besides housing that affect crime and disease—general economic conditions, facilities for recreation, etc. All the more reason perhaps for providing decent housing, it might be said. Indeed these observations in no way invalidate the value of this study, which should stimulate interest in the improvement of housing, in Detroit and elsewhere. And a by-product of utmost importance according to its authors, is the decision on the part of the federal Census Bureau to include housing in the decennial census for 1930, albeit only in New York and one other city. For a more detailed analysis of the survey we refer the inquisitive to the report itself.

Twenty Years of Scouting

THE twentieth birthday dinner of the Boy Scouts of America is to be held at the Willard Hotel, Washington, D. C., on March 10. The chief speaker of the occasion will be President Herbert Hoover who is Honorary president of the scout organization. For twenty years the scouts have been working with notable success to divert boyish energy and adventurousness into desirable social activity, substituting the scout troop for "the gang." Since its inception February 8, 1910, 4,879,273 individual scouts have been enrolled, and there are 842,540 active scouts and scout officials in America at present. The accompanying eagle, symbol of highest scout achievement, is taken from a drawing by a scout.



A Pleasant Retreat

CITY CLUB members to whom their club is a perfunctory obligation, may be interested in the enthusiasm with which William Feather writes of the Cleveland club:

I know little about city clubs elsewhere, but in Cleveland the city club is a sanctuary where any idea can get a hearing provided it is presented intelligently. . . .

If you pay your dues, no one cares or asks what make of

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automobile you drive. Nor does anybody care whether you're married or divorced, to whom or from whom, or whether you say your prayers in English, Latin, or Hebrew. The membership embraces the inevitable bond and insurance salesmen, lawyers, newspaper men, politicians, doctors, professors, printers, contractors, bankers, and a few unemployed. Once I recognized two bootleggers in the lounge and was told that both were in good standing with the treasurer. . . .

Opinions that make a man unwelcome in respectable clubs insure a cordial reception at the City Club. Since none of us knows when he may revolt, I cherish the City Club as a pleasant retreat when the bullets are hissing.

Who Killed Cock-Robin?

THAT the United States is rapidly becoming air-minded is a comment rightly made after reading the overwhelming figures presented by the director of aeronautics in his recent annual report to the secretary of commerce. At the close of the last fiscal year there were in operation in the United States 29,227 miles of established airways, of which 10,183 miles were lighted for night flying; 263 intermediate fields, 1,399 airway beacons, 164 airway weather-reporting stations, and 27 airway communication (radio) stations. In addition there were under contract, with work of installation in various stages of completion, 2,065 miles of airways on which are being established 37 intermediate fields and 209 airway beacons. An appropriation of over four and a half million dollars was expended for the establishment of aids on 4,266 miles of airways, in all of which air transport companies are operating on schedule. During the past year schedule operations have increased from 27,817 to 69,029 miles per day. In the course of this period, a field service section has been created. In addition to furnishing information from headquarters, five airport officials are available for conferences with official and unofficial bodies in municipalities desiring assistance. During the year 648 cities requested visits, of which 636 were actually visited by the section's representatives, 251 addresses being delivered to cities which were interested in obtaining an adequate airport. Airports have been established at the rate of 75 a month. And it might be added that with expert advice so easily available, posterity should never have cause or opportunity to bemoan the fact that air-stations were improperly located or improperly planned in respect to future requirements—as were railroad stations.

Courtesy Planning Foundation of America

Another lesson to be learned from the report is the need for a division empowered to investigate commercial airplane accidents, a body with powers similar to the Interstate Commerce Commission relative to railway accidents. Perhaps the public would be astonished to find that, considering the mileage covered, the percentage of accidents compares "favorably" with the number which occur on land carriers. At least so some who ought to know believe. But perhaps first another admonition of Assistant Secretary Clarence M. Young must be put into operation: airplanes and pilots should be licensed according to the standards set down by the federal regulations, regardless of whether or not they ever cross state lines.

Safe at Home?

A QUARTER of the 100,000 or so annual accidental deaths in the United States occur in the home. There is a relentlessness in the way these deaths, each of them so "accidental" and unexpected for its victim, follow predictable patterns. For instance, in the winter months there are more home accidents than any other kind, though throughout the year automobiles are the largest cause. A graduate fellowship of $1,000 is being offered for the academic year 1930-31 by the National Bureau of Casualty and Surety Underwriters, to study safety as one aspect of a well-managed home. The work, which may be done at any university having a qualified home economics department, is to be under the direction of an advisory committee of representatives of the American Home Economics Association, the National Safety Council and the National Organization for Public Health Nursing. It is hoped that this study will be especially fruitful, for while automobiles and high-speed industrial machines are intrinsically dangerous, home accidents are usually due to the casual disregard of removable hazards. Applications for the fellowship may be made to Albert W. Whitney, National Bureau of Casualty and Surety Underwriters, 1 Park Avenue, New York City.

Courtesy National Safety Council

New Arrivals on the Communities Book Shelf

ANNUAL REPORT FOR THE YEAR ENDING NOV. 30, 1929. *Division of Housing and Town Planning, Department of Public Welfare, Commonwealth of Massachusetts.*

Tells of various activities of the 112 planning boards in towns and cities of Massachusetts, which have been created under the state law—with several paragraphs of general interest. According to this report ninety of the boards are really "active."

THIRD ANNUAL REPORT, *Westchester County Planning Federation* (144 *Main Street, White Plains, New York*).

As to be expected from Westchester County, many significant activities and facts are reported for the past year, perhaps the most striking being that the membership of the federation includes all the cities of the county, fourteen villages (or more than half) and one town. These communities contain upwards of 77 per cent of the population of the county.

A STANDARD CONTROL FOR TRAFFIC CONTROL SIGN INSTALLATION AND OPERATION, *Department of Public Works, Commonwealth of Massachusetts, prepared by Miller McClintock and Maxwell Halsey.*

The need for standardization in this field has long ago become a *sine qua non* for successful traffic operation within and among communities. The names of the authors appended to this bulletin insure the authoritativeness of the suggestions.

LIGHT. *By Laurence Veiller. Bulletin No. 60, National Housing Association. Reprinted from the Proceedings of the Twenty-first National Conference on City Planning.*

An attempt to answer the question, "How can we bring to those who dwell in cities a greater share of the sun's vital and health-giving qualities?"—drawing richly on the experience and suggestions of others who have made a study of this problem resulting from the development of the skyscraper city.

PLANNING WHYS AND OTHERWISE, *Bulletin of the Pennsylvania Association of Planning Commissioners. Published by the Bureau of Municipal Affairs, Philadelphia.*

A summary of the papers presented at a two-day conference held in February, 1929, participated in by almost thirty planning commissioners on regional planning, recreation and allied subjects. The Bureau of Municipal Affairs of the Commonwealth of Massachusetts is a center such as exists in no other state for the provision of certain services to municipalities and other local entities within its borders. It acts as a clearing house for data on municipal planning.

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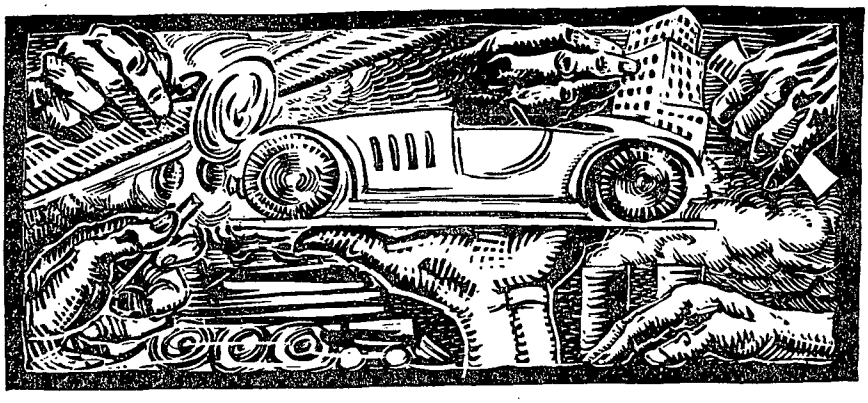

INDUSTRY

Cleaning Up the Clinics

A DISQUIETING picture of the kind of medical care sometimes given injured employes under the Workmen's Compensation Law in New York City is outlined in the interim report recently submitted by the sub-committee of the Industrial Council, appointed by Frances Perkins, state industrial commissioner, last fall to make "a cross-section study of the medical agency system." The committee, representing employers, organized labor and the State Labor Department, found that many of the industrial clinics, particularly those "conducted by the insurance companies and the larger agencies," are suitably housed with an adequate, trained personnel. On the other hand, it found, in the course of its inspection, a number of clinics

in the sole charge of a nurse (not necessarily registered) or "secretary" without any pretension to nursing training, who has of course no license to practice medicine, but who, nevertheless, assumes to give treatment in all cases except perhaps in extreme emergencies, thereupon summoning a physician who may or not be the physician nominally in charge.

The committee also found clinics which were dark, ill-ventilated and dirty, some of them housed in unsanitary tenements. The committee recommends legislation restricting the treatment of injured employes, on the authorization of employers, to clinics or other agencies which have been inspected and registered.

These requirements [the report points out] can be enforced by the simple expedient of refusing to honor, in making awards, any bill for medical service rendered upon authorization of the employer by an unregistered physician or clinic, and by prohibiting the payment of any such bill by any carrier.

The report also recommends the appointment of a permanent committee to continue the study, enlarging it to include such questions as the premature discharge of patients from treatment or from hospitals, patients' mistrust of the physicians attending them, and failure to provide specialist services. The report further suggests that this permanent committee be directed to receive and investigate specific complaints and suggestions as to the treatment which injured workers are actually receiving.

Five-and-Ten and Fifteen a Week

THE Five-and-Ten and other low-priced chain stores are considered by the Women's Bureau of the U. S. Department of Labor in a recent bulletin, not as first aids to shoppers or as phenomenal business development, but as employers of labor. From this viewpoint, the Five-and-Ten, is "not an unmixed blessing," the bureau finds, because of "failure to pay many of their girl employes wages sufficient to procure the necessities of life." The bulletin is based on a study of more than 6,000 women and girls employed by this type of store in eighteen states and five large cities. This study reveals the five-and-ten salesgirl as neither experienced nor efficient and as very temporary on her job. Quoting a study by the New York State Department of Labor in 1921, the bulletin states, "Selection of the girls for the job was governed by what type of girl could be obtained at the particular time she was needed for the lowest wage the market would stand." Of the 6,000 girls included in the present study, nearly three-fifths were under 20, more than a fourth under 18, and 92 per cent of the 3,047 reporting living conditions made their home with relatives. Seventy per cent of the whole group earned less than $15 a week, 44 per cent less than $12, and 25 per cent failed to receive even $10 a week, in the last quarter of 1928, when the survey was made. The Women's Bureau feels that neither the youth of the workers nor the fact that most of them live at home justifies this wage scale:

To the extent that the employed girl is unable to maintain herself entirely she becomes dependent upon her family and thus contributes materially to any precarious financial condition existing within the family while actually spending her time and energy in work that should afford her a living. . . . In the case of the girl receiving somewhat more adequate return for her labor it has been shown repeatedly that a large majority of those living at home must contribute to the support of others besides themselves if the family is to be maintained above the subsistence level.

The bureau found that all chains have introduced into many of their stores daily, weekly and Saturday hour schedules which are well under the maximum allowed by law.

Chart and Compass

BRINGING together the new books and pamphlets in the broad field of industrial relations, with careful descriptive notes, and details of authors, publishers and prices, the Library Bulletin of Industrial Relations Counselors, Inc., performs a singularly useful service. The fifth issue, just published, shows books on unemployment and relief outnumbering those in any other division. Special attention is called to a group of interesting statistical compilations that have appeared during the last six months, and also to the publication of an encyclopedia dealing extensively with the whole range of industrial management and personnel work.

The Dressmakers Make Peace

AN agreement which establishes impartial machinery in the industry and checks the threatened return of the sweatshop ended the recent strike of 35,000 New York dressmakers. The strike, which was in reality a "stoppage," agreed to by enlightened manufacturers as well as by the workers, lasted only eight days (see The Survey, January 15, page 477). Lieutenant-Governor Lehman acted as mediator, and both sides give him much credit for the prompt settlement. Four years ago, a disastrous strike engineered by the Communist wing of the union, practically wrecked the organization and opened the way to the return of sweatshop conditions which the International Ladies' Garment Workers' Union had kept fairly well out of the industry, following its successful strike in 1909. Since 1926, conflict within the union has allowed long hours, low wages, bad working conditions to creep back in the wake of cutthroat competition among employers. New York's dress industry, with an annual turnover of more than $350,000,000, is carried on by more than 3,500 employers, some 3,000 of whom are contractors with small shops who compete for the patronage of the jobbers. Home work, the padrone system and

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other abuses have recently made it almost impossible for "fair" employers to maintain "fair" standards of wages and working conditions.

Under the new agreement, signed by representatives of the union, the contractors, the jobbers and the inside manufacturers, the jobbers promise to give all their work during a three months' trial period to members of the contractors' association. If this trial is successful, the practice is to be continued. Since the contractors' association employs only union workers, it means that the jobbers will no longer patronize non-union contractors. Attempts at evasion will be taken to the impartial chairman. Machinery for the impartial consideration and adjustment of disputes is set up, and also a commission to study the industry and make recommendations for cutting down some of its extreme seasonality. The union's demand for unemployment insurance and for increased wage scales was deferred for one year.

The Long Shift in Steel

MORE than half the men employed in a sampling of the steel mills in this country are still putting in ten or more hours a day on the job, while more than a quarter of them work seven days a week, according to a recent report published by the Department of Research and Education of the Federal Council of Churches. The report is based on a study of 155 plants, employing a total of 248,247 men, located in Alabama, Ohio, Maryland, Pennsylvania, New York and Illinois. The investigation was made by Emil M. Hartl and Edward C. Ernst, graduate students of Boston University School of Technology, and covered only companies carrying on some of the elemental processes of steel production.

The report shows that 115,619 men, or about 46 per cent, worked on an eight-hour schedule; 110,698, 44 per cent, worked ten hours a day; 5,320, 2 per cent, worked eleven hours a day, while 16,610 nearly 7 per cent, put in twelve hours a day. In regard to the working week, the report shows that 51,234 men, 20 per cent, work five and one-half days a week; 130,301, or more than 52 per cent, work six days a week, while 66,712, nearly 30 per cent, are putting in a seven-day week—this despite the industry's public statement in July, 1923, that the long shift in steel was being abolished (see The Survey, August 1, 1923, page 499).

The investigators state that these figures represent the minimum number of men on the ten-, eleven- and twelve-hour days and on the seven-day week.

> In fact, in many cases the figures were obviously colored in favor of the eight-hour day and five- and six-day week. Such figures, however, were entered on the chart in just that fashion because it was desired to use only official data. . . . The investigators arbitrarily considered the "one day off in nineteen" men as involved in the seven-day week. In one plant they found that the electric furnace men work fourteen hours per shift, the crane men work fourteen hours on the night shift and ten hours on the day shift and seven days per week, while many of the common laborers work sixteen hours per shift.

Wage rates for common labor in the steel mills range from twenty-four cents to fifty-six cents an hour, though, according to this report, the usual range is from thirty-five cents to forty-five cents.

Workers' Education by Mail

AS a further development of its extension department, Brookwood Labor College at Katonah, New York, is offering correspondence courses in workers' education. Like the offerings of commercial correspondence schools in business law or banking, these correspondence courses for workers will include textbooks, outlines and suggestions for reading and study, with questions assigned for written work. The students' work will be corrected by members of the Brookwood staff, who are experienced in teaching industrial workers. Four courses are now ready: modern industrial problems, public speaking, labor history, trade union problems and policies, and others are in preparation. Each course includes from seven to fourteen lessons, at a cost ranging from five to fifteen dollars.

The Illinois Miners

THE struggle of the Illinois miners for the control of their union entered a new phase late in February, with the calling of an "outlaw" convention of the United Mine Workers of America in Springfield this month.

Courtesy Harper & Bros.

The convention will be in the hands of the anti-Lewis faction, which has gained prestige since the decision in their favor recently handed down by Judge Norman L. Jones of the Sangamon County Circuit Court. That case marked the first appeal of American labor to the civil courts to settle a conflict within the union. Some months ago, John L. Lewis, president of the United Mine Workers of America, under whose leadership the organization has lost nearly four-fifths of its former membership, suspended the officers of District No. 12, revoked the district charter and set up a "provisional" government. The deposed officials applied to the court and obtained in November a temporary injunction to restrain the provisional officers from functioning. Judge Jones, in his recent decision, made the injunction permanent. The plans for the coming convention call for the adoption of a new constitution, election of "international officers in accordance with the constitution," and the working out of ways and means for extending the organization to non-union fields and for helping stabilize the coal industry. Behind the convention call looms the possibility of a final split that would establish in the coal industry an independent union, fundamentally opposed to the policies and methods of the American Federation of Labor.

Broadcasting Unemployment

A SERIES of radio talks on unemployment and the possibilities of controlling it are announced by Colonel C. O. Sherrill, city manager of Cincinnati and chairman of the Permanent Committee on Stabilizing Employment in the Cincinnati area (see The Survey, December 15, 1929, page 330). The talks will be given each Monday evening at seven o'clock over Station WLW and will last fifteen minutes. They will be prepared for a national audience, the sub-committee in charge announces, and not for local groups. The remainder of the program is as follows:

March 10—How Many Are Unemployed?
Lee Zoeller, Procter and Gamble Company

March 17—Can Business Prevent Unemployment?
Dr. F. C. Hicks, University of Cincinnati

March 24—Results in Stabilization
Dr. Francis Bird, University of Cincinnati

March 31—A Concrete Example in Stabilization
W. C. Procter, president, Procter and Gamble

April 7—The Part Labor Can Play in Preventing Unemployment
James Wilson, vice-president, A. F. of L.

April 14—How Stabilization Affects the Average Citizen
J. J. Castellini, Railway Clerks' National Bank

April 31—The Transient Worker and Unemployment
Julian Pollak, vice-president, Pollak Steel Company

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EDUCATION

The Professor Looks at Missouri

CRITICISM of the president of the university for his attitude and procedure in the case, and defense of freedom in research and teaching are contained in the report submitted by a committee of the American Association of University Professors appointed to investigate the suspension of Professor Max F. Meyer and the dismissal of Dr. Harmon O. De Graff, assistant professor, by the Board of Curators of the University of Missouri last spring. The action against the two members of the sociology faculty was taken after residents in Columbia, the seat of the university, had protested to campus officials about a questionnaire submitted to students in connection with Dr. De Graff's course on The Family (see The Survey, May 15, 1929, page 233). Both men and women students, testifying before the investigating committee, declared that the questionnaire referred to no subjects not freely discussed in fraternity and sorority houses, and also between men and women on the campus. The students pointed out that they have access to books and magazines by the hundred that "deal with the social institutions of betrothal, marriage, fidelity, birth control, divorce and other aspects of our life." In its report, the committee declared that

the facts . . . render the present situation in the University of Missouri in the matter of freedom in research and teaching, and security of tenure, sufficiently grave to engage the serious attention of university men in general and of national organizations of investigators and educators in particular.

Under the present administration the University of Missouri is not an institution where scholars may go and work with the assurance of the freedom in teaching and research and the security of tenure granted in the ranking universities of this country.

Safety in Highschool

STIMULATED by the increasing accident rate in this country, particularly the number of accidents in the home, "safety education" is becoming more and more a part of the school program (see The Survey, October 15, 1928, page 67). Research fellowships in safety education, as well as several compilations of teaching material have been made available through the enlightened self-interest of the National Bureau of Casualty Underwriters, New York. Under a graduate fellowship offered by this organization, Herbert J. Stack, associate professor of education at Pennsylvania State College, recently completed a year's work at Teachers College, Columbia University, the results of which have been published as Number 4 of the Educational Series of the bureau, under the title, Safety Education in the Secondary Schools. The report does not, the author points out, "represent a complete curriculum, but constitutes a core of subject matter and suggests a technique by which school authorities in the light of local needs may organize their course of study." Professor Stack views safety education, particularly in the secondary schools, not as a subject by itself, but as a hitherto neglected part of such curricular divisions as general science, civics, health, chemistry biology and physics. Thus his manual, intended primarily for teachers and administrators, offers suggestions for enriching the current curriculum of secondary schools, rather than for adding a new item to the highschool program. In his introduction, the author sets forth the importance of safety education in our modern industrial civilization, with a graph showing the accidental deaths in 1927 by age groups, and the types of accident—firearms, drowning, railroad and automobile—which increase sharply during secondary school years. He groups his teaching material around thirteen subjects, such as cause and prevention of motor accidents, fire prevention, what industry is doing to safeguard workers, safety in aviation, and so on. His manual includes a "safety test," with careful directions for administering it, by which "local school authorities may determine the safety knowledge of pupils and find out where there are evidences of educational shortage."

The Perfect Child

AN inventory of the habits of children between two and five years of age, with a method for observing and scoring them, has been worked out by Ruth Andrus, acting director of the Institute of Child Welfare Research, Teachers College, Columbia University. The present study, an extension and revision of one published in 1924 under the same auspices, is based on "observed and recorded acts of children in such situations as the nursery school, the kindergarten and the first grade." The inventory is planned for the use of teachers in training, primary teachers and parents who feel the need of yardsticks by which to measure the emotional, mental and physical development of children. The questions that make up this inventory are to be answered by means of a detailed diary of the youngster's behavior during three periods of an hour each, checking the results of this recorded observation against the list of 1,911 habits and responses listed by Dr. Andrus.

The perfect child, as this inventory reveals him, is an engaging, if unfamiliar little person. For example, he has no fears, takes accidents calmly, goes to bed willingly, enjoys his food, does not bite, tease, scratch or hit other children, wakes up happy. On the mental side, he knows his name and address, waits his turn before speaking, knows when and how to use a handkerchief, puts away his wraps and toys in the correct place without being told, carries out directions without repetition. The child with perfect motor development dresses himself, manipulates galoshes, rubbers and zippers without help, does not daub his paint, washes his hands and face himself and never sucks his toothbrush.

Programs in Understanding

USING the morning assembly period for the purpose, the students and faculty of the highschool at Woodberry, New Jersey, worked out a program in international education, based on the contributions of other races and nations to American life. The material used in these assembly periods and how it was

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organized is outlined in a pamphlet published by the Pennsylvania branch of the Women's International League for Peace and Freedom (1924 Chestnut St., Philadelphia). The pamphlet was prepared by Rachel Davis-DuBois, the teacher in charge.

After three years of assembly programs organized around world-mindedness, the Woodberry Highschool tested its own international and inter-racial attitudes.

We found ourselves twenty points more positive in the mean than were the attitudes of a similar group in a neighboring school where the students come from about the same kind of homes.

Education on the Air

A SURVEY of broadcasting stations and their programs throughout the country is being made by the American Association for Adult Education, under the direction of Levering Tyson, head of the home student division in the extension department of Columbia University. The study, according to the announcement from Columbia, will be "parallel to and in cooperation with" the detailed survey of the whole field of radio education undertaken last summer by a committee of experts appointed by Ray Lyman Wilbur, Secretary of the Interior.

From California comes an elaborate prospectus, announcing the organization of a "radio university," the Pacific-Western Broadcasting Federation, Inc. Its self-perpetuating board of directors includes, in a long list of well-known educators, churchmen and civic leaders, Dr. Ray Lyman Wilbur, Aurelia Reinhardt, Bishop Stevens, Dr. Edwin P. Ryland, Will C. Wood, Mary J. Workman, Walter F. Dexter.

The Federation proposes a great sending and receiving station in Orange County, California, to be built and operated partly through an endowment fund, partly by contributions from cooperating institutions, and partly by fees charged to selected business enterprises which "will be allowed to use the facilities for indirect or good-will publicity."

The organization particularly stresses its value in the adult education field, with plans for carefully organized programs of music and drama, and lectures on such subjects as art, philosophy, religion, mental hygiene, international relations, and so on. Through regular exchange programs with other countries, the "radio university" hopes to promote world peace, as well as further its education purpose.

Text Tools

A USEFUL tool for teachers and students of social psychology is afforded by the new syllabus and notebook compiled by T. Earl Sullenger, head of the department and professor of sociology in the University of Omaha. The notebook has grown out of Professor Sullenger's own teaching experience, and has been amplified through two years of actual use in his classroom. It is based on Fundamentals of Social Psychology by Bogardus (Century) and Source Book for Social Psychology by Young (Knopf), two of the most used texts in the field. The syllabus combines the functions of study outline and notebook. Each lesson division has references to the two texts, a group of questions or problems with blank space for written answers, and extra leaves following each lesson for lecture notes or notes on supplementary reading. Professor Sullenger, in a brief foreword, points out that "instructors will find this system a great advantage and improvement over the promiscuous reading of supplementary material. This insures the mastery of not only the text and lecture material, but a wide variety of source material as well."

A Progressive Program

WITH two innocents, laden with slate and textbooks, trotting across its cover toward one of the old-fashioned schools by way of contrast, the program of the 1930 conference of the Progressive Education Association offers much of the newest and best of the new-school movement. This year's conference is to be held at the Willard Hotel, Washington, D. C., April 3 to 5. Among the speakers listed are Robert S. Lynd, co-author of Middletown; E. C. Lindeman of the New York School for Social Work; Hamilton Holt, president of Rollins College; George A. Coe, author of What Is Wrong With Youth; Dr. Lucy L. W. Wilson, principal of the South Philadelphia High School for Girls, and Dr. Ray Lyman Wilbur, Secretary of the Interior, formerly president of Leland Stanford University. Visits to local schools and points of historical interest are included in the program. There will also be a series of eight group conferences on such subjects as The Function of Drill in Progressive Education, The Effect of College Entrance Regulations on the Secondary School, Parents and the School, and so on. There is to be an exhibit of the work of pupils in progressive schools, including paintings and design in the youthful spirit of the boy and deer on this page, taken from a pupils' decoration for the announcement of the Oak Lane Country Day School, in Philadelphia.

Report Card—New Style

AN interesting expression of new educational attitudes in a public school system is afforded by the report card used in the grade schools of Hamburg, N. Y. Instead of rating Johnny and Susie in percentages in reading, writing, arithmetic, spelling and other academic subjects, this card reports to the parents each quarter on the child's progress and standing in social relationships, self-expression, critical thinking, worthwhile activities, knowledege and skills, health. The teacher's rating is expressed by letters, A indicating "superior," B, "above average," C, "average," D, "below average," and E, "undesirable." Supplementing this card, is a monthly report to the parents on the child's progress in his studies.

With the new type of report card, the first time it was used, went a form letter signed by Frederick James Moffitt, superintendent of schools, and Lavinia M. Robbins, elementary principal, in which it was explained that the "quarterly report . . . is an attempt on our part to give definite recognition to the values which we hope to stress as objectives of our elementary school." The material for the card is taken from a report prepared by the New York State Council of Superintendents. The function of the elementary school, as formulated by the council and reprinted on the back of the new report card, is to help every child:

To understand and practice desirable social relationships;

To discover and develop his own desirable individual aptitudes;

To cultivate the habit of critical thinking;

To appreciate and desire worthwhile activities;

To gain command of the common integrating knowledge and skills;

To develop a sound body and normal mental attitudes.

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WORK SHOP

Taking Stock of Over-time

By ELIZABETH HEALY

AN amazing spectacle: one hundred and fifty case workers agreeing about one thing![1] Not a dissenting voice to deny that we do a whale of a lot of over-time, and that it may be of questionable value. More curious than critical, more interested in figuring out why we are so enmeshed in our jobs, than in establishing a Bill of Rights, we agreed that as our business is trying to understand what behavior means, it is up to us to discuss this kind of behavior as it relates to us and our jobs.

Some over-time is inevitable. No realist will deny that we may learn at five o'clock that emergencies occur: a child is homeless for the night, or a runaway girl may decide she wants our help in being reinstated with her father at once; or a neighborhood brawl, long seething, may break out at the end of a day. Such things are not planned by time-clocks. But, if recognized as emergencies, they do not relate to the chronic over-timing of case workers.

Occasionally too, a slice of over-time is necessary to carry to conclusion some situation under way. We may have spent an hour in easing a woman so that she is able to tell us what is really on her mind. Then, as she bursts forth with her private opinion of her husband, we can scarcely say "How interesting! So good of you to tell me,—but I must be excused now, because it is against my principles to work after hours. I'll be back tomorrow at nine to hear why you married him in the first place." No we don't do that. But we do much over-time that is non-emergency, not specifically due to job requirements, and non-incidental to a good rapport with a client.

Some of us are inclined to evaluate our work, and hence our contribution to an agency, by a false emphasis on being busy. The more fatigued we are the more conscientious we think we are; hence the more desirable on the staff. The more social events we must regret the more we impress ourselves and friends with our importance. The more "contacts" we make during any given month, the better we think our work. Is it not true that we evaluate our busyness in terms of quantity rather than quality? What reward for us as individuals lies at the end of the race of activity for activity's sake? If the course is long enough we may find little at the end but a sterile lop-sided personality, a fearfully self-absorbed individual; self-absorbed because the job has become synonymous with the person.

If we have a competitive standard, it may be that only by over-time are we able to handle as many cases as others in the office. True enough. Miss Appleton is carrying

[1] Round table on Self Development on the Job, attended by case workers at Eastern Regional Conference, Child Welfare League of America, Philadelphia.

TEN COMMANDMENTS FOR QUESTIONNAIRE HOUNDS

By ORVILLE ROBERTSON

These suggestions are intended especially for those who send questionnaires to family case work agencies, but they are not copyrighted.

1. Send all questionnaires between December 15 and February 15, when the load in family case work agencies is at its peak.

2. Make 'em long. Anything less than three pages is unimpressive and suggests lack of thoroughness.

3. Never consult your national agency, or any other source, before sending out your questionnaire. Chances are you would get the necessary information and thus spoil a perfectly good opportunity.

4. Cover the same ground that other Questionnaire Hounds have covered twenty times before. Don't start anything new.

5. Be vague. Give the recipient an opportunity for a little mental exercise in figuring out what it is you want to know.

6. Be sure to include a question which will require a study of the records of all families under care during the past ten, fifteen or twenty years. It doesn't matter whether the question is important or not; the point is to get the agencies to review their work.

7. Having sent out your questionnaire put the answers in cold storage. Don't make available to others the information which you have obtained, since this might ruin the chances of some other Questionnaire Hound.

8. Ask questions which it is impossible to answer except by making the wildest guesses. The fact that it is a wild guess won't matter because you are not going to do anything about it anyway.

9. Demand the creation of a new Committee to deal with this Burning Question—Never mind how many other groups are already working on it.

10. *Zum Teufel, allez au enfer, i in malum crucem, jdi do pehla,*—Go to Hell!

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fifty cases against our forty-one, but does that make fifty our goal? Miss Appleton may be fleeing from a wretched home life by burying herself in work; or she may be satisfied with a less thorough job than we; or she may have had more experience—or there may be a dozen other reasons why fifty is a reasonable load for her, and forty-one our maximum. Are we to rate ourselves by a grade-school standard of problems assigned, or by a realization that Miss Appleton's fifty cases have nothing to do with the quality of, or satisfaction from, our forty-one?

Some of us get swept away by a little professional flattery and then we are in for it—for over-time! We really believe that all of these committees could not flourish without us, that no one else on the staff could tackle the flood of new cases, that Mother's Club would not get an up-to-date talk unless we gave it. We enjoy these things, and for some of us they represent desirable, enriching experiences. For others they offer only an occasion for self-importance, uncertainty over the division of time, and atonement for neglected cases through after-hour labor.

OVER-TIME may be so prevalent because we have not taken stock of what we mean by a "successful worker." If we were content to be successful in one thing only—performance on the job—we would pour all of our energy into that drain. Over-time would be a word without meaning. But if through, and in addition to the job, we would like to be attractive, interesting human beings, acquiring an increasing maturity,—our energy needs several outlets. Some of us might profitably relax our insistence on a perfectly done job, and spread the concern for perfection a little thinner. No wonder we have so much over-time, if work offers our sole opportunity to feel competent!

When you think of your agency and social worker friends, are you not struck with the fact that many people dawdle over records, and fuss about details an hour or two after the office is closed, simply because there is nothing better to do? Over-time work of this sort serves as blinders for some of us. It prevents us from recognizing the poverty of our after-work interests, from realizing that we dread going home to a barren evening. We stick manfully to the job, eyes dead ahead, because there is nothing else to substitute for it.

All day long we have been absorbed, fascinated and keyed up by our jobs. We have been running pell-mell mentally and emotionally, (even if not physically), and cannot bear the jolt that comes at the close of office hours, the realization that such intensity of experience must cease. Cease it must if vividness of living depends solely on our work. Cease it does not for those with rich outside interests; interests which may range from raising dogs to studying music, or to playing with boy friends. Such people have and need no blinders. They need no protection from the fact that life and development may be found outside of the office. It would seem reasonable to assume that they will have more to offer other people than those of us who get nothing but an unhealthy sense of holiness from having spent several evenings a week reading records.

Some workers, and not only young ones, explain that it is only by putting every ounce of strength they have into their jobs that they can drown their sense of hopelessness over the enormity of the need they observe, as contrasted with the effectiveness of the methods being used to relieve it. But it is not a question of social needs; it is a question of limitations of any agency or worker in meeting them. The recognition of limitations, and the acceptance of our part in one small phase of social work, would perhaps be a sounder method of facing the seriousness of social demands, than a sacrifice of our potentialities on the altar of Helplessness. If we feel that by ceaseless case work and one sided activity we can, as individuals, appease the terrific cry for help, well and good—and over-time. But if we do, should we not take time off to realize that although Atlas may need help in holding up the world, he has not yet shifted the weight onto our shoulders?

No doubt all of us have worked over-time, with varying results, as a way of paying penance for having been slip-shod about our job. We are self-conscious about having been late to work, about having stayed so long at lunch with the out-of-town friend, or about not having been able to settle down to the job today. So we make up for our lapses with a vengeance. Or it may be that we are wrought up over a floundering interview with Mr. Costello who certainly would go to the Home for the Aged if he would listen to us. We work off our sense of failure by staying late to write a report which we know we can do well, and thus recapture our self-respect.

Over-time work is occasionally a reward for longer vacations, long week-ends, or time off from the usual working hours. The encouragement to the worker to plan her time as best suits her, and the sense of freedom gained in doing so, are among the advantages of such an arrangement. The disadvantages include the encouragement of competition within the office; the likelihood that perspective becomes dulled and everything becomes an emergency; that stimulation for intensive work during the usual hours is lost; the temptation to substitute an amount of time, rather than quality of work, as a standard.

Who does not plead guilty to another form of over-time, that of discussing one's job and cases with all who will listen—other workers, our families, anyone within earshot? Is this tied up with our poverty of other interests? Is it an attention-getting scheme? Is it indicative of our need to feel important? Whatever it is, it is not mature—or professional.

Let's face the question: does the job, or do we demand excessive over-time? In either case, to what end?

Gift Horses

One of the questions Chicago social workers asked themselves in their recent questionnaire about professional ethics was: Should an agency accept contributions from groups or individuals whose source of income is opposed to community welfare? The vote was 57 per cent for and 27 per cent against. On the further question, Should they accept all contributions? there was practically an even division of opinion. The Miami Community Chest, we understand, settled this question to its satisfaction when it declined a $1,000 check from Al Capone of Chicago before he took up residence in a Philadelphia jail. Here four well-known Survey readers give their opinions. You are cordially invited to give yours. This is one of a series of discussions about Ethics in Social Work, which began in theJanuary Midmonthly Survey and will be carried forward in subsequent issues.

Bootleggers, for Example

By JOEL D. HUNTER

NO social agency should accept a contribution from any individual or corporation openly conducting a business generally recognized as being opposed to community welfare; neither should a community chest.

How often have we heard public officials accused of accepting money for campaign expenses from the criminal elements in a community! In Illinois, Frank L. Smith was denied a place in the United States Senate because he accepted certain public utility contributions when a member of the State Commerce Commission. The ethical standards that we demand from public officials are certainly not too high for us to apply to ourselves.

There are some contributions that no social agency should accept. These are the offerings from keepers of houses of ill fame, known bootleggers or any similar persons who are recognized by the public as anti-social. But that is only part of the story; there are other limitations for each separate

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society. For example, an organization dealing with the suppression of vice that in the course of its work is making a constant check on police activities should not accept contributions from police officials. Organizations dealing with child labor should not seek nor accept contributions from companies that are knowingly violating the law. A housing reform organization should not accept contributions from an individual who owns buildings occupied as homes which are unfit for human habitation, who is making no effort to improve them and who is opposing movements for better housing.

In social work there are some who are for us and some who are against us. How can anyone even suggest that we take money from those who are openly opposed to our program? I believe that number is not large and is decreasing—but there are some. So far as financial support is concerned, we should have nothing to do with them.

The Danger to the Worker

By KENNETH L. M. PRAY

CENSORSHIP of other people's behavior, whether economic or otherwise, is so distasteful to social workers and so contrary to their principles, that if this were involved as a primary factor in our problem, there would probably be but one answer, "Judge not." But the essential ethical problem in the acceptance and use of money in social work, lies not in the source of the fund but in the conditions attending the giving, the acceptance and the use of it. This problem may likewise arise with reference to funds derived from unimpeachable sources and methods.

The danger of unethical conduct lies in the possibility that those to whom the funds are entrusted may be swerved in some degree from the full and proper discharge of their own professional responsibilities. The extent of that danger depends in part upon the definition of those responsibilities. This is probably too large and too involved a question for brief offhand discussion here, but it lies at the root of this and many other problems of professional ethics.

To illustrate: If the social worker's responsibility is fully discharged when she has treated as effectively as possible the particular problems that come to her door, there is little danger that a social case worker will be subject to much pressure to perform her functions less fully or less effectively than professional standards require. Under all normal circumstances the source of the gift would make little difference.

But if we conceive of the social worker's responsibility in somewhat larger terms, the danger may easily arise. If, for instance, it is a part of her responsibility not only to be aware of widespreading problems underlying the particular ones that come within her professional service, but also to make her experience and that of other social workers contribute to the community's understanding of those underlying issues and to strengthen its determination to deal with them adequately—then she must be on guard against every influence, obvious or insidious, which may lessen her interest and zeal in the face of these community problems, or which may lure the community into an ignoble peace with destructive forces in its own life. And among such insidious influences may be her financial dependence upon individuals or groups to whom the discussion of these problems or any real solution of them would be obnoxious.

Until we do come to some agreement upon this fundamental question of the limits of the social worker's responsibility, we shall probably have to rely upon the presumably alert conscience of the individual worker to find a way through each difficult and delicate situation. Until that time it can scarcely be said that a problem of professional ethics exists, for there can scarcely be such a problem where there is no professional responsibility.

If and when we do arrive at a general agreement on the fundamental question of responsibility, we shall probably be ready not only to make an authoritative pronouncement for the guidance of the inexperienced or the unwary, but also to set up some means for holding individuals accountable to the profession as a whole for their behavior under certain circumstances—including those in which the need and value of financial assistance in the main job may temporarily obscure the need for candid and courageous community leadership or education.

All Should Give—Ergo

By MAX C. CURRICK

APPARENTLY your questions do not include the fundamental one. Shaw, in Major Barbara, holds that there is no money to be had other than the kind you ask about. Ignoring that viewpoint, the entire discussion is futile because it would put us into the position of superior, if not sanctimonious, persons who are so righteous that they may scrutinize the source of the income of every one who is inclined to contribute to social work. With the separation of church and state, religious organizations have the right to decline the assistance of bootleggers and others whose methods are contrary to religious principles. Even with the church, however, exclusion should not be exercised except in the case of obstinate malefactors.

This does not apply to social work because it is properly state work. Indeed, the entire discussion would not have arisen if social work were maintained out of public taxes, as many believe it should be. Organized social work, as now conducted, is still a community obligation and every member of the community, good and bad, owes his share. If I had more space I might argue that the people who create the problems by their unsocial business methods have a special, instead of no, obligation to contribute.

Within the narrow limits of the space allotted, however, let me put my opinion as follows: "Be not righteous overmuch." Perhaps our Socialist brethren are right that "the notion that you can earmark certain coins as tainted is an individualist superstition." If we are wisely and sincerely doing the social work of our communities, we have given the money contributed a social fumigation and may label it *non olit.*

Take It and Use It

By ROGER N. BALDWIN

AS an opponent of the capitalist system, I regard as "tainted" all money made by interest, rent and private profit. It is all an unearned surplus taken from producers and consumers by those who own the land, buildings and machines. I therefore make no ethical distinctions between the sources of wealth so obtained. For public causes I will take such tainted money without compunction.

The only money I will not take is that which might affect the integrity of a movement. That means either money given with the direct or implied purpose of changing its policy, or dependence on sources which must be catered to. All large regular contributors are dangerous assets. The safest financing to maintain integrity is a multitude of moderate contributors. Community chests ought to achieve that dependence on the many which would prevent control by the few; but they usually do not because the big fellows control the chests. For conventional causes, that may make no difference; for pioneering causes or those like child labor and the Consumers' League, which "interfere" with industry, that control cuts off chest support.

Conscience money is all right—ill-gotten gains used to remedy the ills that begot it. Reformed slave-holders gave to help the abolition cause; land speculators to help the single tax, like the fortune of Joseph Fels; penitent exploiters of child labor

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have given to help abolish it. But I would not care to be party to accepting the gifts of exploiters of labor for charity to their underpaid workers, by which their exploitation is in part maintained. But profit-takers under capitalism who give to help destroy the system should be welcomed like brothers. The history of the labor movement records many. The fund established by Charles Garland, who refused a great inheritance to put the unearned wealth at work against the system which created it, has profited unconscionably on Wall Street rather than invest in ethical securities. That is taking tainted money with a vengeance, and without strings. The Irish cause and the Hindu patriots took money from the Germans during the war, just as American revolutionists took it from the French. Tainted, of course, but morally justified because it could not influence their purposes.

The whole question boils down in any given case to the simple issue, will the acceptance of this money, more or less tainted anyhow, change your purposes, lessen your zeal, make you dependent on a source whose interests are not identical with yours? Outside that, take it all—from gamblers or bankers, bootleggers or landlords.

Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET

Director of the Community Chest of Washington, D. C.

Bailey Burritt's Questions

IT is a courageous executive who will ask himself and others such searching questions as the following, culled from Bailey B. Burritt's New Year's message in the News Bulletin of the New York Association for Improving the Condition of the Poor.

Social work tends too easily to become routine, and to build up organizations and departments and bureaus that may not need to be continued, or if continued need to be continuously modified. We should continuously ask ourselves searching, even radical questions with regard to the importance of our work.

Are we, by doing so much relief and social work from voluntary funds, making slackers of a considerable part of our population who do not contribute to these funds? Are we perhaps at the same time discouraging good public service in which all participate in the financing? Are we doing too much for families? Are we building up or breaking down family morale? Can families and individuals get something for nothing without paying a harmful moral price? Or aren't we doing enough for families? Do we wait too long before we do anything Are we parsimonious in our doing and giving. Can we build more character by more giving and how?

Are we too scientific in the approach to our problems, or are we too unthinking? Are we willing to face the facts always in our work? Or are we willing to fall back on impressions, attitudes, emotional states of mind? Are we open-minded, or are we dogmatic—always sure of ourselves and the positions we take?

Have we too many visitors; too many nurses; too many stenographers; too many clerks? Should a budget always go up?

Have we too many contributors, or too few? Does it cost too much to raise our money, or should we spend more and get more? Do we keep too many statistics, or too few? Do we make programs without facts, and check our work with facts?

Should we have a pension or retirement allowance for A.I.C.P. workers? If so, who should pay for it? Are salaries too high, or too low? Are we getting too professional, or do we need more of the professional approach to our job?

As individual social workers, are we earning what we cost? Are we doing fundamental things? Or going around in circles? Are we thoroughgoing, or slipshod? Are we rational, or emotional; dynamic or static; honest with ourselves or hypocrites? Are we willing to ask ourselves what would happen to the world if our present jobs were eliminated?

Card List Economy

CHARLES E. MINER, superintendent of the Committee of Fifteen, 230 North Wabash Avenue, Chicago, writes:

I worked out a scheme recently for cutting the cost of securing and typing 3 x 5 cards for lists, I bought 110 lb. paper which is stiff enough to stand in the files in 3 x 5 size, and which comes in sheets of 25½ x 30½, packed 100 sheets to a package. I had this trimmed to strips 5 x 15, allowing the extra half inch for trimming. These strips, which are one card wide and five cards long I am using in their present form in the typewriter (it happens that I am using them in duplicate since the cards must be filed two ways and it is simple to make the carbons in strip form) and will trim them to final 3 x 5 when the strips are all typed. This saves four-fifths of the inserting and removing of the cards, enables us to type the information near the top and lessens the assembling of carbon for making duplicates. The total cost is less than 50 cents per thousand cards.

Collecting by Photo-Stat

JAMES M. HEPBRON, director of the Community Fund of Baltimore, as one of his first jobs attacked the problem of unpaid subscriptions of which there were a considerable number running back in some cases several years. He had a photostat made of every subscription of $5 or more on which there was an amount unpaid from previous years and sent it to the delinquents with the following letter:

In examining the financial status of the Fund I have noticed that the pledge which you made in 1927 for the support of the Community Fund agencies in 1928 is still unpaid. I conclude that this is simply an oversight on your part, hence I am sending this personal note enclosing a photostat copy of your pledge showing the amount now over-due.

As the full amount subscribed has long since been paid to the various agencies comprising the fund, and money borrowed on the strength of the pledges in hand, I am certain that you will want to send your check to the Community Fund by return mail.

Thanking you in advance and with a deep appreciation of your support of the Fund, I am . . .

"The results," says Hepbron, "were astonishingly good. The sight of the photostatic copy of the pledge card seemed to arouse reminiscences in the minds of the subscriber which brought prompt and full returns from many of those who had been obdurate through repeated statements for months and even for years. The slight extra cost of having the photostats made was more than over-balanced by the returns which far exceeded those from any collection letter the Community Fund had ever sent out."

Shall Old Address Plates Be Kept?

FOR two years the Welfare Federation of Harrisburg had been saving its discarded addressograph plates and filing them alphabetically in the "Unused Plate File" until about 3,000 of these plates were on hand. In making plates for billing subscribers of the last campaign Carter Taylor experimented to find out whether it paid to keep these old plates or not. A careful record was kept to find out how many new subscribers were found in the "Old Plate File"; how long it took to search them out; and what the saving was both in time and material. He came to the conclusion that it was more economical to cut new plates when needed than to endeavor to check, recut and re-use the old plates.

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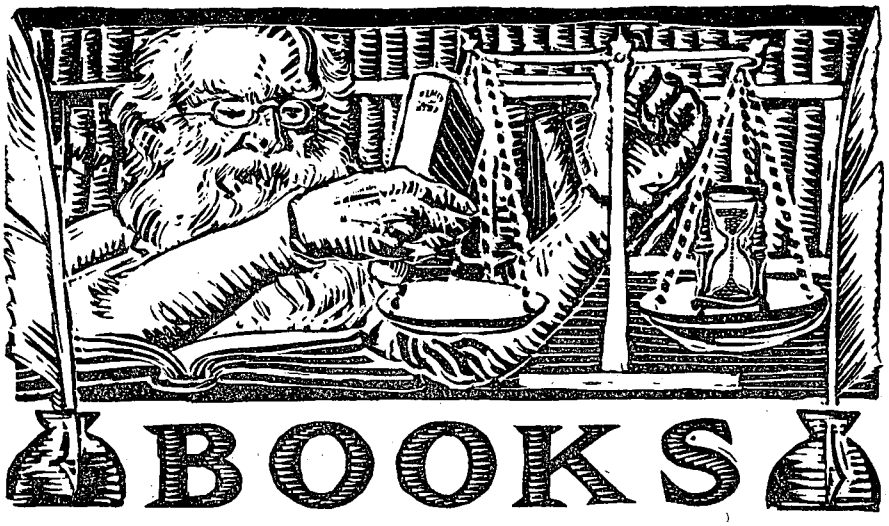

Death from Above

THE LIVING AND THE LIFELESS, *by Dirk Coster. Harcourt, Brace. 171 pp. Price $1.75 postpaid of Survey Graphic.*

IN the life of every great man there comes a time when he feels the urge to step back a bit so that he may view the world from a greater distance and come to a general insight which will then form his *Weltanschauung.* So we have classifications such as body and soul, material and mind, Apollonian and Dionysian (Nietzsche), cyclothym and schizothym (Kretschmer), introvert and extrovert (Jung). But as it is always the same world that all of them take for their object, though it be in different times and cultures, the truths of our philosophers have always held something in common.

Dirk Coster, in his book, The Living and the Lifeless, exceedingly well translated and introduced by Dr. Beatrice Hinkle, communicates his truth in a form which teaches and elevates, as did Plato and other great seers in the course of time. Coster sees the constructive principle which others have called Eros, and the dead, lifeless, destructive principle which he identifies with the intellect. The book, profound in its psychological insight and human understanding, is apothegmatic in style, bringing the message that a direct understanding comes not from our intellect, but from our life-force. While Coster admits and realizes the importance of intellect, he objects to the intellect gaining dominion over love, pointing out that "the cruel urge of the intellect to spread its thought broadcast is the demoniacal opposite of the longing for love, of the desire to become one with all souls in a flame of joy." He sees clearly that "the man of intellect lives without lust and without love. His lust is dead and he has not yet attained to love, and all that remains in this endless desert is the play of his own intellect."

The book is a fountain of wisdom, rich in its penetrating and sententious truths, which should be observed by all men and women of our time.

FRITZ WITTELS, M.D.

The Child Indivisible

THE VISITING TEACHER AT WORK, *by Jane F. Culbert. Commonwealth Fund. 235 pp. Price $1.50 postpaid of The Survey.*

AS one reads this book, the complex job of the visiting teacher assumes form and clarity. The sinfulness of superficial case work and the validity of viewing children as indivisible organisms rather than as a bundle of separate qualities and activities, is again borne in upon us. Visiting teachers will find here the clear statement and practical textbook which they have needed; its graphic and untechnical style with illustration of type cases, makes it of interest to laymen also.

Miss Culbert is well equipped to produce a classic in this special field of case work, by her long experience in education and social science. Under the Commonwealth Fund she has helped to establish visiting teaching in thirty-five cities. This has given her an opportunity to experiment with methods and evaluate them from a general, not local, viewpoint. Her book gives us new courage to try to uncover all the influences that touch a child in his relations at home, at school, and in that composite called the community. And to accomplish this we must demand again that preparation for visiting teaching be on the broad basis of training in education, social work, child and adult psychology, and mental hygiene. In those technical details which make a book used or disused, The Visiting Teacher at Work is excellently prepared. The type is large and well spaced, the material is documented and well organized, and the appendices, covering forms and bibliography will make it standard for reference.

Let us give thanks that visiting teaching—the profession of rescuing the child and making him more complete for himself and society—will have the benefit of this book which is the result of close observation and clear thought.

Rochester Board of Education EMMA G. CASE

Hail Cinderella!

THE HUMAN MIND, *by Karl A. Menninger, Knopf. 440 pp. Price $5.00 postpaid of The Survey.*

IN this fascinating book the author tells the story of the human mind from the standpoint of Psychiatry—that medical specialty which has come so rapidly to the front in the past few years and which so few people really know anything about. I can see myself now reading a long paper on Psychiatry before a group of learned college professors, and learning that after I had finished what I believed to be a very clear, understandable presentation of my subject, one of these same learned professors turned and whispered to his neighbor and said, "What is this Psychiatry anyway?"

To illustrate the growing importance of this medical specialty, the author recalls the late Dr. Thomas W. Salmon's characterization of Psychiatry as the Cinderella of the medical specialties. He goes on to complete the allegory by saying that for years she sat alone by the fire in the kitchen, while her proud sisters, Ophthalmology and Pediatrics, strutted in the parlor; her sister, Surgery, queened it over all, forgetful of her humble origin in the barber-shop; and her mother, Obstetrics, could never be induced to acknowledge her poor relations, the midwives. Then her fairy godmother came along and with her aid and by way of the back door, Cinderella was able to make her appearance at the great ball (the World War), and here she so outshone her sisters that she won the favor of the prince (popular esteem), who afterwards married her. So that now many people besides college professors, when they see

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her pass, nudge their friend and say, "Who is this likely looking young female?" The author tells us who she is, where she came from, what she does, and what are her hopes and ambitions.

To say that the book is delightfully written only vaguely expresses it. The author has taken one of the most important subjects, if not *the* most important subject of all to man; he has popularized it so that it would seem that any intelligent layman not only *can* grasp it, but if he ever picks up the book *will* grasp its meaning, because he has made it so interesting, and the main feature of this interest is that he has humanized it by the most lavish reference of every point that he makes to actual experience as quoted from case records.

From the psychiatrist's point of view there is only one fly in the ointment. It would seem that there is a distinct possibility that he may have made Psychiatry so popular, he may have been so successful in crying her wares, that the few poor struggling psychiatrists who are trying now to solve infinitely more problems than they possibly can in the twenty-four-hour days that our relation to the sun permits us, will have still further burdens heaped upon their shoulders. In other words, the only apprehension that the psychiatrist can have is that the book is too good.

WILLIAM A. WHITE, M.D.
Superintendent, St. Elizabeth's Hospital
Washington, D. C.

Under Dr. Masarykova's Presidency

FIRST INTERNATIONAL CONFERENCE OF SOCIAL WORK—*Paris, July 8-13, 1928. Three volumes, 2,192 pages. Paris, 2 Avenue Velasquez. 1929.*

THE English edition of the three spacious volumes of the First International Conference of Social Work have reached American members, carrying as frontispiece the photograph of the president, Dr. Alice Masarykova of Prague. These volumes, in the various languages in which they have been brought out, are an achievement of the first order for Dr. René Sand, the secretary-general, and his associates. Four years will pass before this international body gathers for its second meeting at Frankfurt in 1932. Meanwhile reports and discussions will be a storehouse—an international bazar—of comparative ideas and experience for students in the forty countries represented among the 2,481 participants. So the social work fortnight at Paris expands in time and space as a force for international understanding and an ever widening stimulus.

The volumes are especially worth delving into for Americans. There could scarcely be a better exposition of case work than in the section meetings under Mrs. John M. Glenn's chairmanship. The potency of American techniques and principles was cast in perspective for overseas consumption. On the other hand, sections and papers dealing with European experience in making minimum public provision for the vicissitudes of modern life—security against unemployment, old age, sickness—are a challenge to our thinking. What have we to match them? In this interplay the conference proved its strategic worth. As Mrs. Glenn remarked at her closing session, Dr. Ruth Weiland had pointed out the application of case work in the field of social insurance no less than in public and private relief work, Dr. Krakesora had visualized its bearing in peasant communities, Dr. Rajniss its complementary function in the work of institutions, and Mlle. de Bacourt its crucial importance when case work passes from border to border and becomes international.

In each of the major section meetings—on the general organization of social work, training for social work, social work and industry, and social work and public health, there were stimulating variants from our practice and our ideology. The conference was especially suggestive to people from countries where social work is at its beginnings; it was quite as rich as a critical and comparative exhibit from countries where divergent modes have become rooted, which have much to give each other. Their special strengths, their weaknesses, the points where a people's genius has been turned to account, where science has been applied as never before, where the understanding of human personality has unfolded in new-old ways, where the stresses of modern economic development have been countered by social statesmanship—these and their antitheses stand out in the published proceedings even more clearly than at the sessions. Yet the common front of social effort the world over, no less than its healthy differences, is revealed. A resourceful beginning has been made in the direction of exchange and understanding. In spite of the language barriers, the delegates were discussing the same thing—the fortunes of men, women and children and the art and craftsmanship of helping them.

P. U. K.

The Management of Health

THE DIAGNOSIS OF HEALTH, *by William R. P. Emerson, M.D. Appleton. 261 pp. Price $3.00 postpaid of The Survey.*

NOTHING is more indicative of the inevitable and rapidly developing change of emphasis in medical practise from treatment of disease to the management of health, than the appearance one after another of books dealing with the technique, the philosophy, the objectives of preventive medicine. The New York Academy of Medicine and Harvard University Medical School with their volumes, Preventive Medicine, and the Synopsis of the Practice of Preventive Medicine, and now W. R. P. Emerson's Diagnosis of Health, show how far we have progressed from the pamphleteering stage to that of mature programs and methods of work worthy of book form. It is not that we have new facts or new hopes for preventive medicine, but rather that a great mass of experience has evolved methods and technics so well tried that they may be widely applied through existing skills of physicians, nurses and teachers of various sorts.

Dr. W. R. P. Emerson of Boston, nationally known as the originator and organizer of nutrition classes for children, has now assembled his experience so that from infancy to maturity we can see what may be and has been done for the period of growth and development to secure to children their full birthright of vigor and happiness. The Diagnosis of Health is directed more to parents, teachers, nurses, nutritionists, than to physicians, but many a family practitioner of medicine will rejoice in the tone of confidence, in the emphasis and courage of the attack against the sub-standard health he sees so commonly and but rarely is called upon to correct. School principals and even college presidents may well judge their performance of a public trusteeship for youth by the tests of fitness, the evidence of a well proportioned regime here offered.

The Diagnosis of Health may easily become as common a family possession for early youth and young maturity as Dr. Holt's classic has been for the rearing of babies. It is a timely book, convincing in its evidence, and encouraging for the future.

HAVEN EMERSON, M.D.

The Farmer Steps on the Gas

SMALL TOWNS: AN ESTIMATE OF THEIR TRADE AND CULTURE, *by Walter Burr. Macmillan. 267 pp. Price $2.50 postpaid of The Survey.*

AS steam revolutionized the cities, so electricity and the automobile are remaking the rural districts—this is the broad inference to be drawn from recent accounts of the metamorphosis taking place in rural America, and particularly from the original analysis of the country districts of the Middle West by Walter Burr, professor of rural sociology at the University of Missouri. Farming has become a business and the successful farmer a business man. The distinctions between town and country are breaking down with the facility of intercourse by automobile. The farmer now has many people looking at his clothes, passing his house, talking to him, and hence has "brushed up" for social inspection. The city is the pattern rather than the cause of the change, which has come because the country is acted upon by the same forces, namely, multi-

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plied and diversified contacts.

It is trite to say that the ambitious are leaving the farms. Is it correct? Burr thinks farming requires more ability than heretofore and better trained young men are turning to it. Along with some of the ambitious who left, went all the other kinds, and those remaining on the farm are as good a stock or better than before. A study of thirteen counties since 1900 showed improved homes, more schools, better churches and better paid ministers, more children going to school, twelve new banks. Agricultural territory has been incorporated in the area of towns; the birth-rate has fallen; the average size of farms has naturally increased with a smaller number; and tenantry is often due to an owner renting additional land or a son renting next to his father's property.

This reviewer is not convinced that a bright new day has risen for the happy farmers of this country; but many references in current speeches and articles to selective influences in rural communities, might well be modified in the light of Burr's findings. He urges the county unit of administration, especially for health, interpreted to include recreation, probation, and other forms of welfare. Programs should evolve, not be forced on the community by a professional. The ultimate agency to carry on the technique of social service is the government, and eventually the established educational system must include the vocational training and personal development now secured in outside organizations.

It is an optimistic light that Small Towns throws on the rurality of the future, with the advantages of organization in a larger unit added to the traditional idyll of country life.

Columbia University LEROY E. BOWMAN

Nerves

THE A. B. C. OF NERVES, *by D. F. Fraser-Harris, M.D., D.Sc., F.R.S.E. Knopf. 223 pp. Price $2.50 postpaid of The Survey.*

THE A. B. C. of Nerves is written for laymen rather than for those who are destined for the medical profession. Yet its accuracy, its well sustained sequence and its directness of presentation make its reading a delight to the physician or psychologist who has long made use of the knowledge contained in its pages. Unfortunately the word "nerves" has been misappropriated by the laity to describe conditions of psychic unrest and failure of personality adjustment. The intriguing title of the book may lure the so-called victim of "nerves" to look for help in its pages. But the only help that may be anticipated in his case will be the added breadth of culture that comes from knowing the marvels of his own central nervous system. The book makes no attempt to deal with psychopathology. As a thoroughly scientific work put in readable form The A. B. C. of Nerves cannot fail to be of use to those whose professions call for at least an elementary knowledge of the brain and central nervous system. The volume may well become a handbook for nurses, anaesthetists, directors of physical education, teachers of physiology in schools of academic grade, and to those non-professional people who wish for breadth of culture. JOSEPHINE A. JACKSON, M.D.

Pasadena

Psychology and Personnel

VOCATIONAL PSYCHOLOGY AND CHARACTER ANALYSIS, *by H. L. Hollingworth. Appleton. 404 pp. Price $3.00 postpaid of The Survey.*

THOSE interested in a review of psychological studies related to the subject of personnel will find Hollingworth's book worth while. It is a revision of the author's previous books on Vocational Psychology, and Judging Human Character, and includes comment on more recent researches in the field. As is the case with all studies of this sort, conclusions reached are only tentative and serve as a guide to future research. Studies in so-called "character analysis" merely show how elusive is human nature and how little we know about it. Much has been written on this subject but little of scientific value has resulted. Hollingworth's book discusses the traditional methods of sizing up the applicant for employment—the letter of application, the photograph, testimonials, the personal interview, all of the discussion leaving us just where we were before psychology entered the field.

Vocational tests are discussed fully and acknowledgment is made of our debt to the new science of experimental psychology. But the author notes that, while comparison of tests with actual success in practical fields tends to show high degrees of correlation, we are still very far from the goal sought. One thing stands out very clearly. The industrial fakirs, clairvoyants and soothsayers who make up the denizens of the intellectual underworld had better pack up their sample cases and depart from the precincts of those who read Hollingworth's book.

Boston Chamber of Commerce DANIEL BLOOMFIELD

Ventilation

THE RIDDLE OF SEX: The Medical and Social Aspects of Sex, Love and Marriage, *by Joseph Tenenbaum, M.D. Macaulay Co. 354 pp. Price $3.50 postpaid of The Survey.*

THIS is a comprehensive book written for lay readers. It is a systematic, descriptive account of such topics as puberty, menstruation, pregnancy, abortion, birth control, eugenics, marriage, impotence, masturbation, the perversions, venereal diseases, and recent experiments in the physiology of the gonads. The author indulges in no flights of fancy, no theories, no psychological or psychiatric implications. He cleaves to the line and cleaves well. Occasionally he exhibits courage; for example, he has some good words to say for polygamy and he is not so shocked at the idea of abortion as it is conventionally proper for doctors to be. He rings in a good many interesting side-lights such as, for example, the assertion that Leonardo, Michaelangelo, Shakespeare, Hugo, and Whitman, as well as Oscar Wilde were all homosexual. He doesn't adduce any evidence to support this statement nor give any references. Anyway, it's interesting. And "Where," he asks, "can you get a more illustrious society, you poor, snobbish heterosexual?"

It's a good book, nothing remarkable, but a good book—perhaps the best we have on the subject for the laity. Harry Elmer Barnes says that if Americans know what is good for them they will buy a million copies of it. Perhaps so; I don't dispute this, but having just read a satire called Is Sex Necessary? I am a little dubious. I'm not so sure whether this is the kind of ventilation that the public needs. Perhaps I mean that the people who read this book are not those who need the sexual enlightenment that it would give them if they would read it. Those that need it won't read it. Those that will read it mostly don't need it. But then—such is life.

KARL A. MENNINGER, M.D.

The Menninger Clinic, Topeka

Public Relief

PUBLIC POOR RELIEF IN NORTH CAROLINA, *by Roy M. Brown. University of North Carolina Press. 184 pp. Price $2.00 postpaid of The Survey.*

MR. BROWN'S study of public relief administration in North Carolina is a valuable addition to our scanty literature on poor relief in the United States. His account of the period before 1919 is particularly interesting, due to his adroit use of quotations from various records. The part of his book dealing with the period since 1919 is far less satisfactory, because public poor relief is treated too much apart from the North Carolina plan of county welfare.

North Carolina is interesting and significant to other states, because of its attempt to improve public relief through a general county welfare plan. Mr. Brown gives us so little idea of the North Carolina county welfare plan as a whole that a person unfamiliar with it would have little idea of the part that public relief plays in the county organization. He gives a very

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clear description of the public relief situation in North Carolina but makes little attempt to evaluate the factors which have led to progress in a few counties and comparatively little improvement elsewhere. One gets no clear idea of the present powers and activities of the State Board of Charities and Public Welfare, though the earlier history of the board is treated in detail. It is much to be regretted that Mr. Brown has limited himself to a description of the public poor relief situation, as an analysis of the North Carolina plan of poor relief reform as part of a county welfare project would have greatly increased the value of his interesting and readable study.

New York State Charities Aid Association ELSIE M. BOND

Lovely Monsters

THE METROPOLIS OF TOMORROW, *by Hugh Ferriss. Ives Washburn. Price $7.50 postpaid of The Survey.*

HERE is a book which is certainly beautiful and is probably vicious—beautiful because of the charm and imagination which Mr. Ferriss has put into his drawings of skyscrapers, vicious because to glorify the American skyscraper is to confirm the thoughtless in a perilous fallacy. It is a stiff challenge to American thought to grasp the contradictions which the skyscraper offers. As a creative entity, as a symbol of the American spirit, it is superb. As a reckless exploitation of immediate profit at the sacrifice of present human values and of future economic values, it is sinister. To fasten one's eyes on the symbol and forget the fact is to be cruelly misled. It is a grave question whether collectively we are wise enough to be trusted with skyscrapers; certainly no city has found or seriously tried to find the formula which would keep towers and traffic in balance. Le Corbusier, in The City of Tomorrow (see The Survey for November 1, 1929) puts his towers in parks; Ferriss spaces them at half-mile intervals and restricts the intervening buildings to six stories; the Regional Plan of New York, thus far, contents itself with suggesting unlimited towers on 25 per cent of each single holding of land with six-story buildings on the rest. Where Le Corbusier is caught by a fantastic devotion to right angles, Ferriss toys with "art," "industry," "science" centers in the best world-fair tradition.

But behind these doctrinaire details both men have a sound conviction that bold and ruthless intelligence must be applied to the problem of city-building unless the cities are to remain forever—as they are now—monsters of our witless creation. Lovely monsters, as Ferriss sees them. Not so lovely at Times Square subway station at 5:30. Appalling monsters tomorrow—when all our new tallest-buildings-in-the-world are spewing out their mobs of workers together. GEDDES SMITH

New York City

RUN OF THE SHELVES

A DESCRIPTIVE LIST OF THE NEW BOOKS

Edited by Halle Schaffner

THE RURAL COMMUNITY. VOLUME XXIII of the Publications of the American Sociological Society. *University of Chicago Press.* 416 *pp. Price $2.00 postpaid of The Survey.*

A VOLUME from the meeting a year ago of the American Sociological Society, containing the presidential address, plus divisions on population, statistics, rural and social psychology, social research, together with sections on education, family and community.

COMMUNITY LEADERSHIP, *by Walter Burr. Prentice-Hall.* 299 *pp. Price $2.50 postpaid of The Survey.*

THE MAN from Happy Hollow who wishes to be equipped for rural leadership will benefit by chapters on community consciousness, understanding backward groups, and what not to do as well as how to stimulate associates into cooperation.

TOWN GOVERNMENT IN MASSACHUSETTS 1620-1930, *by John F. Sly. Harvard University Press.* 244 *pp. Price $2.50 postpaid of The Survey.*

A LECTURER on government at Harvard takes us from the institutional beginnings of the Pilgrim Fathers down 300 years through the town-meeting governments of today.

FOOD, HEALTH, VITAMINS, *by R. H. A. Plimmer and Violet G. Plimmer. Longmans, Green.* 105 *pp. Price $1.20 postpaid of The Survey.*

HOW to get a square meal according to an admirable chart listing exactly which foods supply the essential vitamins. Each vitamin is discussed and its relation to diseases such as rickets, arthritis, pellagra, together with the composition and common errors of the average daily fare.

THE MISSISSIPPI FLOOD DISASTER OF 1927: Official Report of the Relief Operations. *Free on request to the American National Red Cross, Washington, D. C.*

AN ADMIRABLE report of how the Red Cross raised and spent $17,000,000 in its greatest peace-time job. Interesting text, illustrated with maps, charts, tables and photographs with a frontispiece portrait of Earl Kilpatrick, the general reconstruction officer who was killed in an airplane accident in the course of his duty. The bibliography includes the special articles in The Survey Graphic numbers of June and July, 1927.

A SOCIAL WORKER'S NOTEBOOK, *by F. Whipple Pope. Mansfield Printing Company.* 102 *pp. Price $2.00 postpaid of The Survey.*

INFORMAL chapters dealing with racial characteristics, assimilation of alien races, eugenics, methods of social work, the soul in social work, and so forth.

FOUNDATIONS OF MENTAL HEALTH, *by Leonardo Bianchi. Appleton.* 276 *pp. Price $2.50 postpaid of The Survey.*

THE Italian point of view on mental hygiene, including eugenics, physical education, religious education, alcoholism, the penal code and penitentiary system. Written by an authority.

AMERICAN CITY GOVERNMENT AND ADMINISTRATION, *by Austin F. MacDonald. Crowell.* 762 *pp. Price $3.75 postpaid of The Survey.*

"COVERS in a systematic way both the history and management of cities. Part I takes up the origins and growth of municipalities, their relation to county and state, the form of city government, and municipal politics. Part II treats of the multiform activities of city management—streets and street lighting, police and fire protection, traffic, planning and zoning, regulation of public utilities, education, health, housing, finance."

PHYSIOLOGY AND HEALTH, *by C. E. Turner. Heath.* 282 *pp. Price $1.00 postpaid of The Survey.*
HOME NURSING AND CHILD CARE, *by C. E. Turner, Nell Josephine Morgan, and Georgie B. Collins. Heath.* 282 *pp. Price $1.20 postpaid of The Survey.*

THESE two volumes conclude the Malden Health Series, which has been seven years in the making, providing a continuous program of health training and education as it has been tried and tested in a typical American community. The present publications are designed for use in the latter period of the junior highschool or in the senior highschool; like their predecessors, they are attractively illustrated, clear, practical and concrete. Survey readers will not need to be reminded that C. E. Turner is professor of public health at Massachusetts Institute of Technology and Tufts Medical School, and director of the health education studies at Malden, Massachusetts.

THE AMERICAN PUBLIC LIBRARY, *by Arthur E. Bostwick. Appleton.* 471 *pp. Price $3.00 postpaid of The Survey.*

A STANDARD work, revised and enlarged, describing the history, objects and methods of public libraries.

CAIN OR THE FUTURE OF CRIME, *by George Godwin. Dutton.* 108 *pp. Price $1.00 postpaid of The Survey.*

A HANDBOOK reference for students, especially useful to highschool debaters.

(*Continued on page* 732)

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GOSSIP: of People and Things

See What Turned Up!

"NOTHING in the world," Strickland Gillilan told campaign workers of the Washington Community Chest, "is lovelier than the face of an upturned child."

Both Dates Are Correct

SUNDAY, June 8, is the official date of the opening of the National Conference of Social Work in Boston. The dates June 6-14, published in advance notices, are the inclusive dates of the National Conference and Associate Groups (new name of the Kindred Groups): The National Probation Association, Salvation Army, American Association of Hospital Social Workers scheduled to start Friday, June 6; International Association of Policewomen, National Conference of Jewish Social Service and National Children's Home and Welfare Association June 7.

Big plans are under way for National Conference week. Boston and New England are celebrating the three hundredth anniversary of the founding of Massachusetts Bay Colony. That means parades, pageants and Beacon Hill residents receiving in Pilgrim dress. Amid all of which The Survey will hold its Boston Tea Party, planned, however, not to start another revolution. All Survey readers will be welcome whether or not they have Indian costume.

Look Before You Leap

CAVEAT EMPTOR means that if you sign for anything at a conference, know what you are purchasing. You are safe (and saved) if it is a Survey subscription. But a social worker recently signed for two copies of the proceedings at thirty cents each. What he received was two typed carbons of the full proceedings at thirty cents a page and a bill for $104. A reporting company had been given a concession to sell the proceedings and offered a rather ambiguous order blank for the individual to sign.

The Meat Without the Nut

THE Georgia Conference on Social Work was held in Albany, in the heart of the pecan country. The pecans were the only nuts there. In Georgia and her sister states, friendliness is more than a gesture. It is apt to be so with people who are fighting against heavy odds. One hears of farms selling at $10 an acre, or what have you; of farmers who make $400 a year gross—cash and kind; of communities where the able-bodied use their able bodies to emigrate, leaving the halt, the lame and the blind behind with kinfolk.

Yet Georgia is fortunate in her social work leaders. When ill health caused Rhoda Kaufman to resign as executive secretary of the State Board of Public Welfare, Emory University released Comer M. Woodward to pinch hit until last autumn when James P. Faulkner took hold. A statewide publicity council within the conference was organized at the recent meeting, under the aegis of Edward M. Kahn and Stonewall Jackson Crane. J. P. Faulkner was elected conference president, Comer M. Woodward honorary president, Horace Russell of Atlanta and Julia Hopkins of Savannah vice-presidents; and Judge Solon Davis of Columbus, Mrs. W. T. Turner of Newman, H. Daugherty of Macon, E. M. Kahn of Atlanta executive committee members.

Professional Refurbishing

THE summer curriculum of the New York School of Social Work shapes itself primarily for the experienced worker in the field who is looking for refreshment in subject matter already familiar, light on new forms of social work, or the stimulus of broad professional contacts. The new requirements of the A.A.S.W. seem to call for training opportunities in units brief enough to be helpful to social workers who can not leave their jobs for an academic year of study. This year's summer quarter offers wide opportunity to the community worker, with Shelby M. Harrison discussing social surveys, and Walter W. Pettit, Clarence King, and Elwood Street teaching organization, administration, and philosophy in the community field. The case workers have an equally varied diet, with Ethel Taylor emphasizing the children's field, Antoinette Cannon stressing the common ground in case work, and Dr. Marion Kenworthy presenting mental hygiene.

Four Research Fellowships

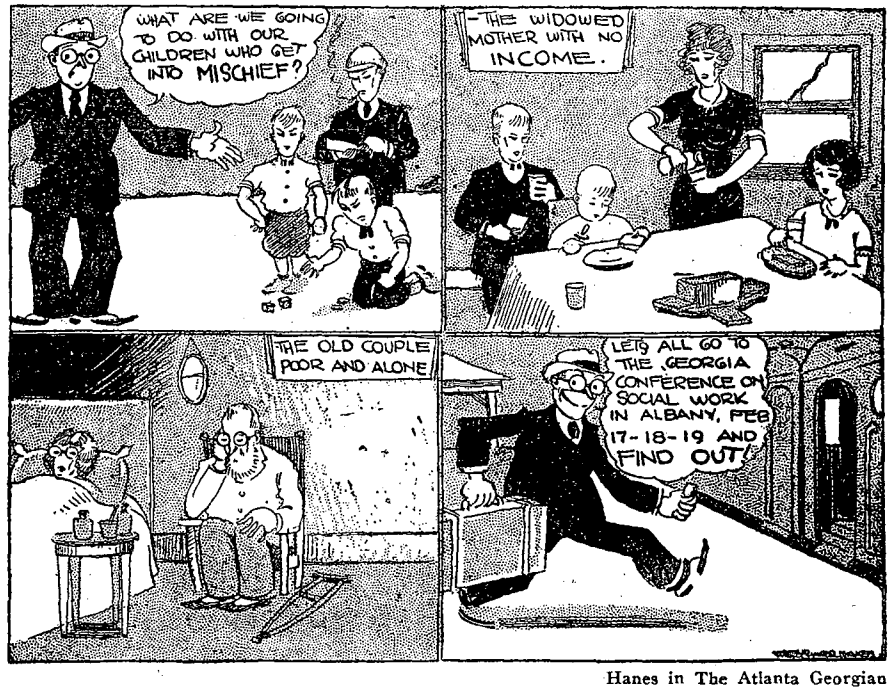
FOUR fellowships of $500 each, plus clerical assistance, equipment and expenses incurred while doing field work, are offered by the Women's Educational and Industrial Union of Boston to women who wish to prepare for positions in social-economic research. In addition to good character, good health and special fitness in the subject, candidates must be college graduates trained in economics or sociology. The fellowships will cover courses under Lucille Eaves, professor of social economic research, Simmons College, and project work under tutorial supervision. Applications must be filed before May 1 with the Department of Research, Women's Educational and Industrial Union, 264 Boylston Street, Boston.

A.B. at Atlanta

LOUD cheers will greet the recent announcement by the U. S. Civil Service Commission of an examination for guard in penal and correctional institutions under the Department of Justice. It reads like a personal letter from Sanford Bates:

> The Department of Justice feels that many college-trained men might be interested in the position of guard as an opportunity for sociological and psychological study. The department wishes to employ as many as possible of men who are so mentally equipped and trained that they will not consider a guard simply as a man who exercises discipline and restraint but as one who finds in the position a field for continuing sociological and psychological study and for rendering a service to some of his unfortunate fellow beings.
>
> The department is establishing a training center in New York City for the instruction of appointees to guard positions in the duties to be performed and in general penal institution social service. This course of training will occupy from four to six months. In the subsequent making of assignments to regular duties at one of the institutions, due consideration will be given to the demonstrated ability and usefulness of each of the appointees as developed during the training period.

The salary is insignificant—$1,680 a year, with possible deductions, and a probationary period of a year. It is distinctly a chance for public service and strikes a new and hopeful note in the institution field.


WHAT ARE WE GOING TO DO WITH OUR CHILDREN WHO GET INTO MISCHIEF?
THE WIDOWED MOTHER WITH NO INCOME.
THE OLD COUPLE POOR AND ALONE
LET'S ALL GO TO THE GEORGIA CONFERENCE ON SOCIAL WORK IN ALBANY, FEB 17-18-19 AND FIND OUT

Hanes in The Atlanta Georgian

"When the Community Needs a Friend"

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Had It's Name Bobbed

NO longer need one say, "The American Organization for Family—well, you know what I mean". For the American Association for Organizing Family Social Work has had its name bobbed, will be known henceforth as the Family Welfare Association of America. The change results from a painstaking canvass of opinion among member agencies. It was felt by many that the new title would bring within the scope of the association all activities relating to family life, such as: studies of the family, family case work, and the contribution of 234 family agencies to normal family life gained through contact with the 300,000 families which come to them annually.

Getting and Spending

ITEM 1: A fund to assist graduate and student nurses in New York City suffering from tuberculosis has been established by the New York Tuberculosis and Health Association and was started off with an anonymous contribution of $20,000.

Item 2: Governor Roosevelt has signed a bill appropriating $18,000,000 to provide 6,000 additional beds in the state hospitals for the insane.

Item 3: The Welfare Council of New York City will make a study of the desirability and practicability of central financing for its social agencies, in an attempt to decide whether one big chest is best, or a chest for each borough, or separate financing of each denominational and racial group, or a dark horse system of financing, or the present system of individual agency and racial groupings.

Query: Where is the worry the stock market brought?

More Awards

AWARDS, more awards! Contests for the year's best annual report, letter to "prospects," newspaper article, published photograph, published statistical illustration are announced by the Social Work Publicity Council and will be conducted by five of its local councils in Cleveland, New York, Washington, Chicago and St. Louis. First prizes of $25 in each case and honorable mentions were merited. The contests are open to everyone in social or public health work and accredited agents of social agencies, and in the case of newspaper articles to anyone whose subject qualifies as social work publicity. Closing date April 15. Even if you know you haven't a prize-winner in any of these classes, the statement of the basis for judging the contests, formulated with loving care by each local council, is a compact little lesson in what's what in these fields, and the awards special bulletin containing these golden words can be obtained from the Social Work Publicity Council, 130 East 22 Street, New York City.

Here and There

THE Cleveland Foundation has been given the responsibility of distributing $180,000 a year, income from the estate of Harry Coulby, for curing and caring for sick, crippled or needy children, either by contributions to hospitals and institutions or in any other way that seems best. An Advisory Committee on Child Welfare has been appointed to study the thirty-five requests already received from agencies. The committee quickly came to the conclusion that it could not make its decisions on the examination of individual agencies alone but needed to examine the whole field of child welfare in Cleveland in order to determine which of the unmet needs are most urgent. Dr. Richard A. Bolt, secretary of the Cleveland Child Health Association, has been called upon to advise in the field of child health; C. C. Carstens, secretary of the Child Welfare League of America, to advise on child dependency, and the National Committee for Mental Hygiene to advise in that field. The studies are to be analyses of data already available in records of local agencies, rather than an ambitious attempt at a voluminous survey. The studies will probably be completed in May.

SUCCESS and failure marked the second annual campaign of the Washington Community Chest. This year's total is more than $83,000 in excess of last year, but it is $219,000 short of its budget of $1,786,737. More than $50,000 additional contributions are expected in a short time from those out of town during the campaign. The number of participating agencies this year is seventy-five as compared to fifty-seven last year. Three factors were considered to have affected the campaign this year—the worst weather conditions in many years during the early part of the campaign; increased unemployment and the stock market alibi; and inability of the workers to solicit the government departments, resulting in a decreased income to the chest of about $58,000.

"DWIGHT MORROW, of our Board," proclaims the News Bulletin of the New York A.I.C.P., "has been sitting in King George's back parlor, urging birth control for battleships."

ETHEL L. GOODWIN, a member of the staff of the New York Welfare Council's Department of Public Information and Education, has been engaged by the Westchester County Children's Association to write a daily column concerning social work which is to be published regularly by fourteen newspapers in as many Westchester cities and villages.

WILLIAM J. HARPER has been appointed chief probation officer of the new unified county probation department of Westchester County, New York, at a salary of $6,500.

LEON FAULKNER was on the losing side of an argument with a motor car recently, and was taken to the Reconstruction Hospital, New York City, with a fractured leg.

BLOOD will tell. In the New York School of Social Work this year are two members of the second generation of the Devine and Kingsley families—Ruth Devine and Frances Kingsley.

PHILADELPHIA is to be congratulated on having elected to the Board of Education Anna B. Pratt, executive secretary of the White-Williams Foundation. For more than a decade Miss Pratt has been a leading social worker in Philadelphia and has shown rare vision in promoting close cooperation between social work and the educational system. Philadelphia's wisdom is matched by Chicago, where William J. Bogan, superintendent of schools, has called on eighty prominent educational, civic and social service leaders to act as a citizens' advisory council. One concrete result is the Montefiore School on Chicago's lower North Side, recommended by the group on Child Guidance and School Adjustment, of which Wilfred S. Reynolds is chairman.

EVERYONE who saw and liked the reproductions of Boardman Robinson's murals for the Kaufmann Department Store in Pittsburgh, which appeared in the February Survey Gaphic, will be interested to learn that Mr. Robinson was recently awarded the gold medal in decorative painting of the Architectural League of New York for this history of commerce. The tenth mural was displayed in a place of honor in the February architectural exhibition in New York City, and the series is now complete. This mural is one of four depicting different stages of commercial history in the United States.

(*Continued on page 735*)

ADMINISTRATOR'S GUIDE

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COMMUNICATIONS

What Girls Read

To the Editor: Because I am rather especially interested in getting Helen Ferris's This Happened to Me into the hands of girls generally as rapidly as possible, I find that the very features that the excellent review of it in The Survey of January 15 regards as weaknesses, seem to me among its strong points. I have just been conducting a nation-wide inquiry into the reading preferences of the 'teens, in which a great many girls have written to me with singular honesty, and their tastes are far less like those of the magazine-story flapper than one might imagine. Second, it does deal with the problems of fourteen to eighteen, but in the spirit and language neither of a little girl nor of a grown-up, but about as a senior might talk to a freshman, supposing that she were willing to help her to meet a problem that she herself had overcome. The freshman would listen to another girl a little older, and because I would like girls of fourteen or so to listen to this book, I am glad that it speaks to them in their own language. Apparently they are listening: having left my copy in England I tried to get one from a public library and found that it was never out of circulation.

May Lamberton Becker

The Saturday Review of Literature, New York

To the Editor: I am very glad to know from so reliable a source as Mrs. Becker, that what I considered the only weakness of Miss Ferris's book, is, on the contrary, its strength. Through almost ten years experience in social work, I have been interested in the reading tastes of my clients in their 'teens and what could be suggested to them in reading matter that might help their own problems. I know the average girl who comes in contact with a social agency is far less sophisticated in her reading than in any other pursuit, yet I confess I would find it difficult to get her to see a parallel between her problems and those laid in the boarding-school environment, which I still feel was an unfortunate choice on the part of Miss Ferris, for so many of her stories. With the perhaps larger group, which, for lack of a better term, we call the privileged class, undoubtedly Mrs. Becker is correct in saying they are listening. I trust we may hear more of the results of the nation-wide inquiry to which she alludes, for upon her findings, I am sure, we can all make a better estimate of what the 'teens prefer.

Mansfield, Pennsylvania Adeline Dartt Marvin

Seminar in Mexico

To the Editor: The annual Seminar in Mexico holds its fifth session in Mexico City July 5-25. The seminar affords an opportunity to a group of representative citizens of the United States to study the life and culture of the Mexican people. During the past four years it has been attended by educators, journalists, clergymen (Jewish, Protestant and Catholic), lawyers and business men. The program includes lectures by the leaders of Mexican life, educational, artistic, governmental. Controversial questions are presented by spokesmen for opposing views. The seminar is planned as an objective study of the moving forces in Mexico, and is committed to no creedal, economic or political point of view. The critical discussion centers in the round-table groups which will be led this year among others by Professor J. Fred Rippy of Duke, Professor Chester Lloyd Jones of Wisconsin, Carleton Beals of Mexico, Ernest Gruening of Portland, and John A. Lapp of Marquette.

Trips to outlying sections of Mexico are arranged for those who can remain for an additional week or two. The seminar is a cooperative, non-profit undertaking. We will be glad to hear from men and women who are interested in international relations and whose professional or business connections give them an opportunity to influence public opinion.

Hubert C. Herring

Committee on Cultural Relations with Latin America, 112 East 19 Street, New York

Survey Writers Take Notice

To the Editor: I am opposed to publishing abd (*sic*) editorship that sets forth views from the "top" and selects writers because of their prestige. This policy is anti-democratic. The practice of editors for many years to date, bear witness of the prostitution of their calling, and have ceased to represent, or sense, or voice, the true heritage of America. The Rights of Man. The Voice of Man and Woman. Long ago they sold their soul to the enemies of Man. A more just civilization will have to have a revision of the ethics and ends of editorship. Your publication stands out as no different than others.

New York City Napoleon Bernard

Vanguard philosopher for new age of-Human values-Individual rights-Individual development

Some Like It Cold

To the Editor: Will you mind if I ask if you don't think some recent fiction in your pages is rather, shall we say, "inexpensive" and facile, for so high-grade a publication as yours? It amusingly reminds me of the E. P. Roe and "Elsie" books of two generations ago, with sociological instead of religious backgrounds. Alice Thacher Post

Washington

Service Connected Disabilities

To the Editor: The article, More Hospitals for Veterans?, in the Survey Midmonthly of February 15, by A. W. McMillen, referring to outpatient and inpatient care of the sick veteran, has been brought to my attention by the chief of the Social Work Section of this bureau. It is thought that it may be of interest to Survey readers that the Veterans Bureau is permitted by law to furnish outpatient care only to veterans with service connected disabilities. Section 202, Paragraph 10, of the World War Veterans Act provides as follows: ". . . The director is authorized, so far as he shall find that existing facilities permit, to furnish hospitalization . . . to veterans of any war. . . ." Although hospital care is thus authorized, outpatient care of veterans whose disabilities are non-service connected is not provided for in the act, and at the present time nearly 43 per cent of the patient population in our hospitals are these non-service connected cases. Inez M. Pugh

U. S. Veterans Bureau, Washington

Snakes

To the Editor: As a mere passing comment, in so rampantly a medical number as that of the January Graphic you have committed the usual blunder (page 374) of confusing the symbol of Mercury (with two snakes) with that of Aesculapius (one snake). See your own page 429. Mercury of course is sometimes used in medicine—lucratively.

Paris, France Alan Gregg

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LITTLE NEIGHBOR HAITI
(*Continued from page* 708)

side, the United States military representative and the "treaty officials," and on the other side the puppet Haitian government which they have set up, that responsibility can always be disclaimed and it is hard to apportion the blame for the existing tyranny and harder to stop it. Journalists are imprisoned indefinitely without a trial. Political associations are not permitted. No elections for a congress have been allowed since the last one was closed by American Marines in 1917 for reasons wholly creditable to the Haitian representatives.

Three times—in 1915, in 1918-1920 and 1929-30—opposition to American control has brought things to the killing point, for there is a sense of desperation in Haiti. I think they feel that their chief difficulty is not ill-will, nor greed and lust of power, but inattention. They sense that America is so much occupied with bigger and nearer problems that the individuals in the United States who know and care about Haiti are powerless to help. They believe, some of them anyway, that the only method to win a place in the headlines and so attention is to get two or three hundred of themselves shot down by U. S. Marines in the streets of Port-au-Prince. It is the way the Irish felt in the bad old days.

IT is hard to say why we seized Haiti in 1915, though many explanations, most of them entirely unhistorical, are alleged. One of the men who of all others ought to know told me, in a moment of strangely unofficial frankness, that it was simply a case of war hysteria.

But if it is hard to find a reason for "going into" Haiti it is still harder to find a reason why we should stay on. Haiti has now no strategic naval importance; it is of very dubious economic value; and it is grit in the machinery of our relations with the rest of Latin America. In any case, the Occupation loses all legal basis—poor as it is at best—with the expiration in 1936 of the already once-extended treaty. It is most unlikely that the requisite two-thirds could be mustered in the United States senate to make a new treaty, even supposing that a nominal acceptance could be wrung from the Haitian people.

Yet we cannot simply depart, and let it go at that. We have broken down self-government. We are in honor bound to leave the Haitian people with a going concern in their hands, a practicable governmental mechanism of which they are in control. Such a mechanism can be set up only by consent. It is essential, indeed, that the plan for it should be worked out in conference between representatives of Haitian opinion and representatives of the United States.

THAT a commission ought to be sent to Haiti was the conclusion of the two most complete reports that have been made on the subject—that of the unofficial committee with which I visited Haiti (contained in the volume, Occupied Haiti) and that just completed for the Foreign Policy Association of New York by Raymond Leslie Buell. It is the fashion, one hears, to laugh at inquiry commissions, to say they are merely a way of "passing the buck" and delaying things, that no one cares what a commission reports, nor acts on it. As far as this is true it is discreditable, for a commission can be, and should be, a most valuable adjunct to our legislative and administrative machinery as it has so frequently proved in England and, nearer home, in Massachusetts. (I wish some one would give us a good historico-critical study of the uses of the inquiry commission.)

In this case, at any rate, the method chosen by President Hoover has been to send a commission to Haiti not to investigate past occurrences but to study and suggest definite policies. The delay in their starting caused by the Senate was a pity as the rainy season and the heat will soon be making its labors even more difficult but it is a case of better late than never.

Important as it is that such a commission should have included men commanding the confidence of Congress it is equally important that once on the ground it should win the sympathy and cooperation of the Haitians themselves, on whom must fall the responsibility for making a success of any plan that may be worked out. We have now the chance to do an epoch-making thing, to establish a new type of relationship between ourselves and our small neighbor. The colonizing and imperialist countries have hitherto assumed that we must either let "backward peoples" alone or else take control of them. The old proverb remarks that there are more ways of killing a cat than choking it with cream. Conversely there are more ways of helping a neighbor who is in trouble than knocking him down and taking possession of his home.

WE have profited little by our evolving social experience if we cannot invent ways of being useful to a country like Haiti that Haitians themselves would approve and welcome. Even in the adverse atmosphere created by the Occupation, our doctors—even in their naval uniforms—are the brighest element in a very dubious venture, for it must not be forgotten that we did not go into Haiti with any too clean hands nor have our actions since been beyond reproach.

What the Haitian needs more than hospitals, more than roads, more than schools, more even than an elected legislature, is a title to his land. Till the land has been surveyed and legally valid titles to holdings secured he is never safe from being forced out and turned from the independent landholder that he now is into a landless and helpless peon. I understand that this is what has occurred in Porto Rico.

If in the few years that will probably intervene before evacuation is an accomplished fact this expensive and thorny technical job can be carried through it will be the most important safeguard to Haiti's future welfare. Inevitably it will cause recriminations and heartburnings. There will be bitter complaints. But in such a situation any decision is better than none. In the long run the welfare of the people depends not on whether a given plot goes to Jean or to Baptiste but on its being held by a definite and legal title. The present state of uncertainty of titles is a standing and continuous invitation to chicanery and fraud.

I AM under no illusions as to the state of things that will exist in Haiti after the United States withdraws. It will not be a paradise of uncorrupted children of nature such as the eighteenth century dreamed of. But granting the likelihood of corruption, as well as the ignorance and poverty that will be inevitable for a long time yet, men will have under their feet the solid ground of self-dependence and of responsibility and will enjoy the incentives that are felt under freedom and that die apart from it.

Much has been suffered and lost in Haiti during the long years since the United States took over the control of the country in 1915. Some things, probably, have also been learned on both sides and among others we must hope that Haiti may prove to have acquired the capacity to steer the governmental course between the Scylla of recurrent revolutions and the Charybdis of dictatorships.

It will mean much to the future if the United States does her part to close this sorry chapter in a nobler vein than that in which it has been carried on hitherto, dealing with frankness and disinterestedness so that the doorway will not be closed behind her by distrust and rancor. It is still possible for us to prove that a great power can be just, friendly and respectful to a small one.

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(*Continued from page 727*)

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"WE want life, that is why we go to the movies." This is the kernel of a study on movies and their relation to youth. The material is presented with skill and interest, as readers of The Survey will recall from an advance chapter published in the Midmonthly of November 15, 1929.

CRIME AND PUNISHMENT IN GERMANY, *by Theodor Hampe. Dutton. 175 pp. Price $3.00 postpaid of The Survey.*

A STUDY of social life at Nuremberg as reflected in the criminal records of the sixteenth and seventeenth centuries. Illustrated with reproductions from old prints and drawings.

THE ART OF RAPID READING, *by Walter B. Pitkin. McGraw-Hill Company. 233 pp. Price $2.50 postpaid of The Survey.*

A BOOK, with exercises, for people who want to read faster and more accurately. Chapters deal with action habits, perception, fatigue, interests and maladjustments and the like, in Professor Pitkin's familiar crisp English.

SAPLINGS, Fourth Series, 1929. *Scholastic Publishing Company. 124 pp. Price $1.50 postpaid of The Survey.*

POETRY and prose of considerable merit collected from the work submitted by highschool students who competed for the annual scholastic awards.

ECONOMIC PRINCIPLES OF CONSUMPTION, *by Paul H. Nystrom. Ronald Press. 586 pp. Price $5.00 postpaid of The Survey.*

WHAT people want and why, told in a way to make the book of value to business executive, economist, student of business science and the general reader.

BUSINESS ADMINISTRATION OF PUBLIC SCHOOLS, *by Harry P. Smith. World Book Company. 432 pp. Price $2.00 postpaid of The Survey.*

A TREATISE for the profession on the activities and practices associated with the business aspects of public-school administration. The list of selected references at the end of each chapter will be especially helpful.

THE COMMON HEAD COLD, *by Walter A. Wells, M.D. Macmillan. 225 pp. Price $2.75 postpaid of The Survey.*

DR. WELLS estimates that in the United States alone colds cause a loss to industry of over $450,000,000 a year. This is the long experience of a nose and throat specialist who gives not only his opinions but his reasons for them.

DIET AND EFFICIENCY, *by Harold H. G. Holck. University of Chicago Press. 72 pp. Price $1.00 postpaid of The Survey.*

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A BOOK intended to provide the ordinary reader without scientific knowledge of food values with a simple statement of everything essential for a proper understanding of the principles of dietetics.

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MOTION PICTURES IN HISTORY TEACHING, *by Daniel C. Knowlton and J. Warren Tilton. Yale University Press. Price $2.00 postpaid of The Survey.*

TEN MOVIES used in seventh-grade history classrooms increased the pupils' learning by 19 per cent, according to this report of a carefully controlled experiment. Describes the make-up of the experimental and control groups, the teaching methods used and the tests by which results were measured.

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SETTLEMENT FOR SALE

(*Continued from page* 707)

that responsibilities attach to educational privilege. What shall be the new form?"

Settlements everywhere are making these appraisals. At the International Conference of Settlements in Amersfoort last August, all delegates agreed that as the significant features of contemporary society are increasing urbanization and industrialization, the settlements' obligation to provide *creative* leisure-time activities assumes new importance.

As a corollary to this, the College Settlement decided that "the other half" whom college women should understand, were no longer the poor but the industrial workers. They took the question of how to get this relationship to Hilda W. Smith of the Bryn Mawr Summer School for Women Workers in Industry. She in turn asked the Summer School girls what they needed beyond their school courses, that college could give. Shyly at first but with increasing enthusiasm, they talked of drawing, dancing, writing—the "unnecessary" things that they had never had a chance to do. At this point the college women realized that in the serious business of education, they too had omitted these activities for the most part.

So with reminiscent sadness but bravely, the College Settlement nailed up a For Sale sign and in January the Art Workshop at 14 East 37 Street opened to a mixed group of college and industrial women. They are equally represented upon its board, and the director is Mabel Leslie, formerly secretary of the Women's Trade Union League. There are three types of activity, each under a competent director: art (drawing, modelling, etc.), writing and dramatics, covering the whole field of dramatic expression rather than theatricals. No women with advanced training are admitted and the effort is for spontaneous expression rather than for professional excellence; it "will attempt to evolve a method whereby knowledge of social and industrial problems may be used creatively." For better or worse, we all are living under an industrial system in which much necessary work is routine, containing no spark of creation or possibility of developing it.

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SNEEZE—IF YOU MUST—ALONE!

(*Continued from page* 698)

mize to the limit the intake of these secretions by others.

There is no sure cure for a common cold, but if you have met with this accident, learn from a physician how to handle it, for common colds can frequently be aborted. If you are a cold-susceptible, that is, if you have one cold after another irrespective of what you do, place yourself in the care of a physician who is sufficiently interested to give you the benefit of every modern approach to the subject.

After you have familiarized yourself with the facts about common colds and their spread, and have rid yourself of all the barnacles of superstition collected from innumerable ancestors; after you have given the common cold a proper rating as a personal and public menace and have developed personal habits that will prevent as far as possible this accident, adjust your mental attitude to a proper balance and give your body the best possible chance to perform its functions in a normal fashion.

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Committee on Goodwill between Jews and Christians, Rev. E. R. Clinchy, Sec'y.

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NATIONAL COUNCIL OF JEWISH WOMEN—Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary, 1860 Broadway, New York City. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Immigrant Aid and Immigrant Education, 799 Broadway, New York City. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Quarterly bulletin, "The Immigrant." Mrs. Maurice L. Goldman, Chairman: Cecilia Razovsky, Sec'y.

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NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp. 1914, 70 Fifth Ave., N.Y.C. (Tel. Algonquin 9690). Promotes the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. It issues educational posters and slides and in the Knighthood of Youth provides homes and schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

Racial Adjustment

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

TUSKEGEE INSTITUTE—An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

Women's Trade Union

NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA — Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary-treasurer; 311 South Ashland Boulevard, Chicago, Ill. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

Foundations

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

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(*Continued from page 729*)

Bulletin Board

INTERNATIONAL SOCIETY FOR CRIPPLED CHILDREN: Toronto, Canada, March 17-19. Executive secretary, Harry H. Howett, Elyria, Ohio.

KANSAS CONFERENCE OF SOCIAL WORK: Topeka, March 20-22. Secretary, Herman Newman, The Children's Home and Service League, Topeka.

PROGRESSIVE EDUCATION ASSOCIATION: Washington, D. C., April 3-5. Executive secretary, J. Milnor Dorey, 10 Jackson Place, Washington.

FLORIDA CONFERENCE OF SOCIAL WORK: Jacksonville, April 6-10. President, Judge W. S. Criswell, Juvenile Court, Jacksonville.

NEW JERSEY STATE NURSES ASSOCIATION: Elizabeth, April 10-12. Secretary, Mrs. Elizabeth H. Biles, 215 Johnston Ave., Trenton.

LOUISIANA CONFERENCE OF SOCIAL WORK: New Orleans, April 14-16. Secretary, Wilmer Shields, Community Chest, 611 Gravier St., New Orleans.

OHIO STATE NURSES ASSOCIATION: Lima, April 21-24.

VIRGINIA CONFERENCE OF SOCIAL WORK: Roanoke, April 23-25. Executive secretary, Arthur W. James, State Department of Public Welfare, Richmond.

RELIGIOUS EDUCATION ASSOCIATION: Cleveland, April 23-25. Secretary, Albin C. Bro, 308 North Michigan Avenue, Chicago.

CONNECTICUT CONFERENCE OF SOCIAL WORK: New Haven, April 27-29.

CANADIAN COFERENCE OF SOCIAL WORK: Toronto, April 28-May 1. Secretary, Alec D. Hardie, 100 Adelaide St. W., Toronto.

TEXAS CONFERENCE OF SOCIAL WORK: Galveston, May 1-3. President, Margaret Renkin, Travelers Aid Society, Houston.

AMERICAN RED CROSS: Washington, D. C., May 5-8. Chairman: John Barton Payne, 17th and D Sts., N. W., Washington.

FIRST INTERNATIONAL CONGRESS ON MENTAL HYGIENE: Washington, May 5-10. Administrative secretary, John R. Shillady, 370 Seventh Ave., New York City.

TEXAS STATE NURSES ASSOCIATION: Beaumont, May 6-9. Secretary, Louise Dietrich, 1001 E. Nevada, El Paso.

NATIONAL TUBERCULOSIS ASSOCIATION: Memphis, May 7-10. Write: Elizabeth Cole, 370 Seventh Ave., New York City.

WEST VIRGINIA CONFERENCE OF SOCIAL WORK: Fairmont, May 13-15. Local chairman, Margaret E. McKinney, Fairmont.

CALIFORNIA CONFERENCE OF SOCIAL WORK: Santa Barbara, May 13-17. Secretary, Anita Eldridge, Exposition Auditorium, San Francisco.

INTERNATIONAL HYGIENE EXHIBITION: Dresden, Germany, May 15-September 30. American director, Dr. R. Woerner, 393 Seventh Ave., New York City.

NATIONAL CONGRESS OF SALVATION ARMY: New York City, May 16-22. Executive director, R. E. Holz, 853 Broadway, New York City.

SECOND INTERNATIONAL MALARIA CONGRESS: Algiers, Algeria, May 19-21.

BOYS CLUB FEDERATION OF AMERICA: Detroit, May 19-22. C. J. Atkinson, 630 Graybar Bldg., New York City.

INTERNATIONAL COUNCIL OF WOMEN: Vienna, Austria, May 27.

CONGRESS OF ROYAL INSTITUTE OF PUBLIC HEALTH: Portsmouth, England, June 4-9.

NATIONAL CONFERENCE OF SOCIAL WORK: Boston, Mass., June 8-14. Executive secretary, Howard R. Knight, 277 E. Long St., Columbus, Ohio.

BIENNIAL NURSING CONVENTION: Milwaukee, Wis., June 9-14. Headquarters Director, Janet M. Geister, American Nurses' Association, 370 Seventh Ave., New York City.

AMERICAN FEDERATION OF ORGANIZATIONS FOR THE HARD OF HEARING: New York City, June 16-19. Secretary, Betty C. Wright, 1601—35th St., N. W., Washington, D. C.

ROYAL SANITARY INSTITUTE: Margate, England, June 21-28.

AMERICAN LIBRARY ASSOCIATION: Los Angeles, Calif., June 23-28. Write: American Library Association, 520 North Michigan Ave., Chicago.

AMERICAN HOME ECONOMICS ASSOCIATION: Denver, Col., June 24-28. Executive secretary, Alice L. Edwards, 617 Mills Bldg., Washington, D. C.

NATIONAL EDUCATION ASSOCIATION: Columbus, Ohio, June 28-July 4. Business Manager, H. A. Allan, 1201 Sixteenth St., Washington, D. C.

NATIONAL ASSOCIATION FOR THE PREVENTION OF TUBERCULOSIS: London, England, July 3-5.

SECOND INTERNATIONAL CONGRESS FOR SEX RESEARCH: London, England, August 3.

TENTH INTERNATIONAL PRISON CONGRESS: Prague, Czechoslovakia, August. U. S. Representative, Mrs. H. Otto Wittpenn, Castle Point, Hoboken, N. J.

Personal News

THOMAS ADAMS, general director, Regional Plan of New York and Its Environs, resigned; to do research work with Regional Planning Committee, Harvard University and Massachusetts Institute of Technology.

ELEANOR AMES appointed teacher nurse, Public Schools, Newark, N. J.

MRS. M. G. ANDRESEN, executive secretary, A.R.C. Chapter, Olympia, Wash., resigned.

ELSIE BAILEY, formerly probation officer, Municipal Court, Philadelphia, appointed superintendent, Children's Home, Seattle, Wash.

ROSALIND E. BAKER, appointed head worker, Tranquility House, New York City.

DR. ALBERT CRUM BAXTER appointed assistant director, Illinois State Department of Public Health.

GEORGE T. BERRY, formerly principal, Union High School, Biggs, Calif., now assistant director Junior Red Cross, in the Pacific Branch.

ALDEN E. BEVIER appointed psychiatric social worker, Commonwealth Fund, New York City.

BERNICE BISH appointed district secretary, Associated Charities, Cincinnati, Ohio.

GERTRUDE MILDRED BLACK appointed teacher nurse, Public Schools, Newark, N. J.

DR. ADELAIDE BROWN of San Francisco, elected president, Northern California Public Health Association. Vice-presidents: Dr. Guy Milberry, Dr. Thomas A. Storey, Dr. K. F. Meyer. Mary E. Davis, R.N., is supervising nurse and Dr. Walter H. Brown secretary.

DR. L. R. BURNETT, formerly superintendent of recreation, Paterson, N. J., now director of physical education, Baltimore, Md.; succeeded by Alfred P. Cappio.

HELEN M. CAMPBELL appointed executive secretary, A.R.C. Chapter, Santa Monica Ocean Park, Calif.

BLANCHE WARREN CANNON, nursing field representative in the Pacific Area, A.R.C., resigned.

ALFRED A. CHANDLER of Atlanta, Ga., appointed chief secretary, Eastern Territory, Salvation Army, New York.

IONE M. CHASE, formerly member, disaster relief staff, A.R.C., now executive secretary, A.R.C. Chapter, Fresno, Calif.

BENJAMIN COOPER, chief probation officer, District Court, Worcester, Mass., elected president, Massachusetts Probation Officers Association.

MARY AGNES COPELAND, superintendent of nurses, Columbus Hospital Extension, Bronx, N. Y., resigned; to live in Canada.

ELIZABETH COSGROVE appointed assistant to Miss Lenroot, White House Conference.

SARAH DAILY appointed teacher nurse, Public Schools, Newark, N. J.

SARAH DARLING appointed psychiatric social worker, Mental Hygiene Clinic, A.I.C.P., New York City; succeeding Dorothy Valentine, now assistant to Dr. Frederick Allen, in mental hygiene survey of California.

DOROTHY DEMING appointed editor, Public Health Nurse, New York City, succeeding Ada M.

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"THE NEGRO IN RICHMOND, VA.", a study of the health and social problems of Negroes, 144 pages, price $1.00 prepaid from the Council of Social Agencies, Allison Bldg., Richmond, Va.

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THE AMERICAN JOURNAL OF NURSING shows the part which trained nurses are taking in the betterment of the world. Put it in your library. $3.00 a year. 370 Seventh Ave., New York, N. Y.

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Carr who remains until August as associate.

LEOPOLD DEUTELBAUM, superintendent, Chicago Home for Jewish Orphans, resigned after eight years with the institution and forty-three years in child welfare work.

REBECCA DOUGLAS appointed A.R.C. nurse, Maine Island Delano Service, Matinicus, Maine.

RALPH E. DROWNE, formerly field secretary, National Probation Association, New York City, now executive secretary, S.P.C.C., Westchester County, N. Y.

HAROLD P. DUNDON, probation officer, Erie, Pa., elected president, Pennsylvania Association of Probation and Parole.

EDWIN ECKLUND, director, Council of Social Agencies, Springfield, Ill., now director, Joint Committee on the Homeless, Welfare Council, New York City.

HELEN MAR ERSKINE, A.R.C. nursing field representative for Pennsylvania, resigned.

FRANCES EVANS, formerly on staff, Cornell Clinic, appointed medical social worker, Presbyterian Hospital, N. Y. C.

VIOLET FARR, formerly with Travelers Aid Society, Houston, Texas, now A.R.C. case worker, Harris County Chapter, Texas.

MARJORIE FISH appointed general secretary, Family Welfare Association, Bethlehem, Pa.; succeeding Emilie Wilkins, married to Dr. R. M. Walls.

MARION E. FISHER appointed to staff, Associated Charities, Cleveland, Ohio.

DR. WILLIAM J. FRENCH, first director, Fargo Child Health Demonstration, appointed director, Division of Public Health, Commonwealth Fund; assisted by Theresa Kraker, formerly associate director, N.O.P.H.N., New York.

CHARLES A. GATES, formerly executive secretary, Advisory Council on Crime Prevention, Massachusetts State Department of Correction, now assistant secretary, National Probation Association.

GRACE GEORGE appointed supervisor of health education work, Division of Child Hygiene, Illinois State Department of Public Health.

CHARLES K. GILBERT, secretary, Social Service Commission, Protestant Episcopal Church, New York City, elected member, Central Association, New York State Charities Aid Association.

RICHARD GODWIN, formerly agent with the Massachusetts S.P.C.C., now supervisor of juvenile court work, Connecticut State Department of Child Welfare.

ETHEL GRIFFIN appointed district secretary, Family Welfare Association, Pittsburgh, Pa.

JUNE PURCELL GUILD appointed special lecturer on the faculty, Richmond School of Social Work and Public Health, College of William and Mary.

DR. LEO C. GUYER, formerly chief resident, California Sanatorium, Belmont, Calif., now assistant to Dr. Strobel, Director, Tuberculosis Division, Grasslands Hospital, Westchester County, N. Y.

MARGARET HAINES, formerly executive secretary, Burlington County Tuberculosis League, N. J., now parole officer, State Colony for Feeble Minded, New Lisbon, N. J.

CHARLES P. HALL, general superintendent, Associated Charities, Pawtucket, R. I., resigned, after eighteen years' service.

SAMUEL B. HASKELL appointed chief probation officer, Court of Common Pleas, Cincinnati, Ohio.

MARY OAKLEY HAY appointed executive secretary, Family Welfare Society, Newport, R. I.

THEODORE J. HEWITT, chief probation officer, Court of Domestic Relations, Portland, Ore., died.

WILLIAM F. HIGBY, formerly director, Department of Social Work, San Francisco Community Chest, now executive secretary, California Tuberculosis Association, succeeding Edythe Tate Thompson, resigned.

GEORGE HJELTE, superintendent of recreation, Los Angeles, Calif., will become superintendent of recreation, Westchester County, N. Y., on April first; succeeding Mrs. Chester Marsh, who will become director of the Westchester Workshop.

WILLIAM H. HOAG, chief probation officer, Kansas City, elected president, Kansas Probation Officers Association.

RAYMOND HOYT, supervisor, Construction and Maintenance Dept., Los Angeles, Calif., appointed to succeed George Hjelte as superintendent of recreation.

MRS. HARRY JOYCE appointed probation officer, City Court, Evansville, Ind.

LINNIE KUGEL appointed State field nurse, Indiana Tuberculosis Association.

E. D. LANGLEY, formerly education director, Y.M.C.A., Duval County, Florida, now chief probation officer, Orange County, Juvenile Court, Orlando, Fla.

ANNA MCCARTHY appointed supervisor of nurses, Fargo, N. D., succeeding Tonetta Hanson.

EDWARD D. MACY appointed consultant on printing for philanthropic organizations, Thomas B. Brooks Company, New York City.

MARGARET MATHESON, formerly with Mountainside Hospital, Montclair, N. J., now secretary, Committee on Cardiac Clinics, Tuberculosis and Health Association, New York City.

WILLIAM J. MAYBEE, State superintendent for twenty-nine years, Children's Home Society of Virginia, retired and becomes superintendent emeritus.

VERA MEEHAN AND KATHLEEN MEEHAN appointed to staff, Family Welfare Society, Johnstown, Pa.

LEONORA STONE MEFFLEY appointed head resident, Council Neighborhood House, Richmond, Va.

LILLIAN H. MOORE appointed social service secretary, Y.W.C.A., Buffalo, N. Y.

ANNE MUNN appointed director of nursing, Health Department, Montclair, N. J.

BEATRICE A. MYERS, formerly with National Tuberculosis Association, New York City, now with New Jersey Tuberculosis League, Newark, N. J.

ANNE C. NORELL, formerly of Minneapolis, now on staff, Family Welfare Association, Tacoma, Wash.

NAN NORTHAM appointed visitor, southwestern branch, Children's Home Society of Virginia, at Roanoke.

MARGARET KENT OSGOOD appointed mental hygienist, Health Center, Friendly Society. Brookline, Mass.

JAMES S. OWENS appointed director of probation, New York State, succeeding Mr. Moran.

C. WHIT PFEIFFER, formerly executive director, Community Chest, St. Paul, Minn., now secretary, Charities Fund, and executive director, Council of Social Agencies, Kansas City, Mo., succeeding L. A. Halbert.

DANIEL A. POLING, formerly minister, Marble Collegiate Church, appointed general director, J. C. Penney Foundation, New York City.

KATHARINE F. POST, A.R.C., psychiatric social worker, at St. Elizabeth's Hospital, Washington, D. C., resigned.

LOUISE ROBINS appointed visitor, Children's Aid Society, Richmond, Va.

CORA ROWZEE appointed executive secretary, Family Welfare Society, Charleston, W. Va.

DR. RUSSELL SAND appointed public health dentist, Fargo, N. D., succeeding Dr. Leonard.

GERTRUDE SATCHWELL appointed visitor southwestern branch, Children's Home Society of Virginia, Roanoke.

ALMA H. SCOTT appointed assistant director, American Nurses Association, New York City.

CHARLES C. SHEDD, formerly with R.R. Y.M.C.A., Waycross, Georgia, now general secretary, Y.M.C.A., New Orleans, La.

RUTH SHIRE appointed district secretary, Family Service Organization, Louisville, Ky.

A. GEORGE SHOFFNER apponted executive director, Community Chest, Bethlehem, Pa., succeeding F. J. Wilt.

GEORGE E. SMITH appointed member, War Service Staff, A.R.C., Washington, D. C.

EMILY SOLIS-COHEN, field secretary for Women's Work, Jewish Welfare Board, New York City, resigned.

CALVIN K. STALNAKER, formerly executive secretary, Sylvania F. Williams Community Service, New Orleans, La., now executive secretary, Frederick Douglass Community Association, Toledo, Ohio.

DR. MARION STRANAHAN of the Manhattan State Hospital, New York City, joined the Institute of the Commonwealth Fund, New York City.

DR. RALPH R. SULLIVAN, director of social hygiene work, Minnesota State Dept. of Health, is in New York studying various phases of social hygiene, under the direction of the American Social Hygiene Association, New York City.

MARY VANZILE, director, Community Nursing Service, Seattle, Wash., resigned.

ESTHER KELLY WATSON, formerly with American Red Cross and Children's Bureau, Washington, D. C., now supervisor, Children's Department, Public Welfare Bureau, Portland, Ore.

OLGA WEIL, on staff, Social Welfare League, Seattle, Wash., resigned.

MARGARET WIDMER, formerly with Barnert Hospital, Paterson, N. J., now assistant child health worker, Tuberculosis and Health League, Paterson, N. J.

LAURA WILDE, headworker, Friends, Neighborhood Guild, Philadelphia, resigned; succeeded by Marion M. Lang of Troy.

L. F. ZAHNISER appointed general manager, Community Chest, Erie, Pa., succeeding L. C. Shipherd, temporary executive.

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